

Rec'd  
10/2/88

9/29/85

Dear Mr. Osborn,

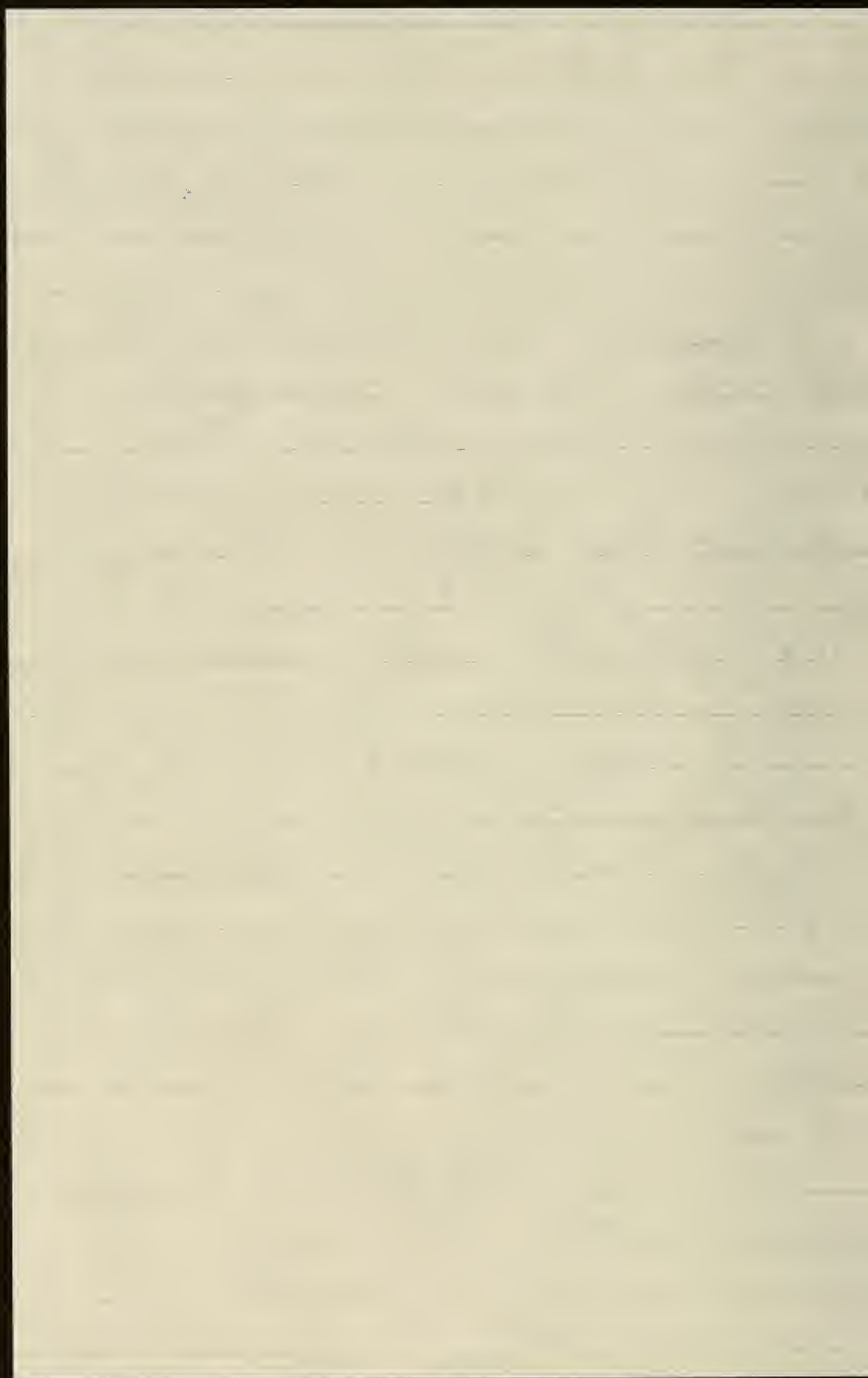
I am very grateful to all the people involved in selecting me as a scholarship recipient. The money will be very useful, especially with all those college expenses.

My father mailed me the invitation to the Awards Luncheon. I really wish I could be there, but distance made it impossible for my attendance. It's a long ride from Easton, Pennsylvania to Boston! I hope you understand.

So far, college has been a great experience. Lafayette is a fantastic school. I am glad that I chose to come here.

Once again, thank you very much for the scholarship.

Sincerely,  
Dianne Powers





Rec'd  
10/15/85

## Committee on Political Education

LANE KIRKLAND, Chairman

THOMAS R. DONAHUE, Secretary-Treasurer

ALEXANDER E. BARKAN, National Director

CONNECTICUT  
MAINE  
MASSACHUSETTS  
NEW HAMPSHIRE  
RHODE ISLAND  
VERMONT

FROM THE OFFICE OF

MADELINE M. MATCHKO  
DIRECTOR  
COPE REGION VIII  
9 WASHINGTON AVENUE  
HAMDEN, CONNECTICUT 06518  
OFFICE: (203) 288-3591  
HOME: (203) 677-9220

October 9, 1985

Mr. Martin Foley, Cope Director  
Mass. AFL-CIO  
8 Beacon Street  
Boston, Mass. 02108

Dear Marty:

At a meeting held at the AFL-CIO Headquarters in Washington, D.C. on October 8, 1985 with Tom Donahue, Jim Kennedy, John Perkins, Arthur Osborn, George Carpenter, Mike Ingrao and myself, after a lengthy discussion several things were agreed upon, one was to have me contact you/Richard Rogers to set up a meeting with you Richard and I to discuss your file maintenance and to offer you any assistance I can give you on this or any other cope project.

I will be working in Rhode Island for the next ten days helping to elect union delegates to their constitutional convention and attending the New Hampshire AFL-CIO Convention, however, I will be available during the week of October 28th thru November 1st.

So, if I can be of any help please contact me to set a date for this meeting.

Fraternally yours,

Madeline M. Matchko  
Director  
COPE Region VIII

MMM/11

cc: John Perkins  
Arthur Osborn  
Richard Rogers





rec'd  
10/15/85

MEMORANDUM

Prudential Plaza Box 490  
Boston, MA 02199 (617) 536-4100  
Telex 506436 1-800-858-0200

TO: Board Members and Hotel General Managers

FROM: Roger A. Saunders, Chairman, Government Affairs Committee  
Robert E. Cumings, President

DATE: October 10, 1985

SUBJECT: City Council/Bruce Bolling

As you know, City Council elections are coming up in the next few weeks, and we are sure that everyone will be receiving invitations to fundraisers and requests for campaign contributions.

Given our strong concern over issues of the use of room's tax revenues, and city levied real estate taxes and service fees, we would encourage you all to support the re-election of councillors who share our concerns and have provided leadership in addressing issues affecting our industry.

Recently, Ed McCann at the Hotel Association and we discussed the upcoming council elections and have agreed to work together in coordinating industry support for key elected officials. If you have not already done so, you will also be receiving a letter from Ed.

Please be aware that soon you will be receiving an invitation to a fundraising reception on October 29, at 5:30 pm at the Hampshire House being sponsored by the Committee to Re-elect Bruce Bolling. As you know, Bruce in the City Council as well as Royal Bolling, Jr. in the House and Royal Bolling, Sr. in the Senate have all been particularly helpful to us in our legislative efforts.

We would also stress that Councillor Chris Iannella has long been a friend to our industry and that many other existing council members have shown a high level of understanding and support in issues affecting the growth of convention and tourism activity.

For your convenience, enclosed is a list of incumbent City Councillors. Should you have any questions, please do not hesitate to call.







Prudential Plaza Box 490  
Boston, MA 02199 (617) 536-4100  
Telex 506436 1-800-858-0200

CITY COUNCIL

1984 - 1985

1 City Hall Square

Boston, MA 02201

AT LARGE

Christopher A. Iannella

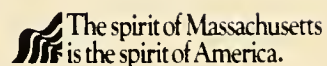
Michael J. McCormack

Albert L. O'Neil

Joseph M. Tierney

DISTRICTS

1. Robert Travaglini - East Boston, North End, Charlestown
2. James M. Kelly - South Boston, Chinatown, South End
3. James Byrne - Dorchester
4. Charles C. Yancey - Mattapan
5. Thomas Menino - Hyde Park
6. Maura A. Hennigan - West Rosbury, Roslindale
7. Bruce C. Bolling - Roxbury
8. David Scondras - Back Bay
9. Brian McLaughlin - Brighton









LABOR'S COMMUNITY SERVICES LIAISON PROGRAM

DEPARTMENT OF LABOR PARTICIPATION  
UNITED WAY OF AMERICA

FIELD TRIP REPORT

CITY HOLYOKE STATE MASSACHUSETTS

DATE SEPTEMBER 13, 1985 STAFF WILLIAM R. HAUENSTEIN

PURPOSE OF VISIT: Discuss activities of the Massachusetts AFL-CIO Community Services Committee

PRINCIPAL CONTACT:

Robin Goshea, AFL-CIO Community Services Liaison; Chairperson, Massachusetts AFL-CIO Community Services Committee


COMMENTS ON VISIT: At Brother Goshea's request, we met in Holyoke to review progress in the development of Community Services in Massachusetts and discuss future options.

Bob reviewed the first CSC meeting in August which was attended by every local liaison (except Springfield) and Arthur Osborn, President, Massachusetts AFL-CIO. He indicated the meeting was valuable in improving the awareness of the activities and problems in each area. Among some ideas for the future are improving visibility with regular articles in the state federation's publications and a convention report on CS, a statewide CS Conference on alcoholism in 1986, a CS award presented by the state federation and the CS Staff training to be conducted in December.

Bob and I discussed each of these issues and methods of implementation for optimum results. The next meeting of the committee is scheduled for September 18, 1985 in Fall River.

RECOMMENDATIONS: None at this time.

C  
Rec'd  
10/15/85



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<http://archive.org/details/executivecouncil8511aflc2>

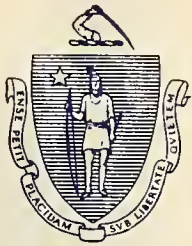
WRH/jdc

cc: Ray Andrus  
George E. Carpenter, Jr.  
Robin Goshea  
John F. O'Malley  
Arthur R. Osborn ✓

DATE REPORT FILED: OCTOBER 3, 1985

PROJECT NUMBER: 616-870-550





THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS  
GOVERNOR

October 10, 1985

Arthur Osborn  
President, Massachusetts AFL-CIO  
8 Beacon St.  
Boston MA 02108

Dear Arthur:

Thank you for the opportunity to address the membership during your recent convention. I appreciated the warm welcome and hope my message was appropriate to the concerns of your membership.

I look forward to working closely with you as we face the opportunities and challenges of the next several years. I believe, as I hope you do, that Massachusetts as never before has the chance to provide a full measure of economic opportunity to all its working men and women.

Thanks again and I look forward to seeing you soon.

Sincerely,

MICHAEL S. DUKAKIS  
Governor

MSD:ckm

*Handwritten signature of Michael S. Dukakis*  
*Handwritten note: Thanks, Arthur!*



DEMOCRAT  
THE SPEAKER

C

**Congress of the United States**  
**House of Representatives**

rec'd  
11/14/85

November 7, 1985

Arthur R. Osborn  
President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Mr. Osborn:

This will acknowledge your recent correspondence concerning two bills pending before the Senate, S.1481 and S.1482.

I appreciate hearing from you on these matters. As you may know, S.1481 was introduced by Senator Ted Stevens on July 23rd. This bill would amend the Merchant Marine Act 1936, to authorize the foreign acquisition of subsidized United States-flag vessels. Similar legislation, H.R.3141, has been introduced in the House by Congressman Norman Lent. S.1481 is pending before the Senate Committee on Commerce, Science and Transportation and H.R.3141 is pending before the Merchant Marine and Fisheries Committee, where no action has taken place to date.

With regard to S.1482, this legislation was also introduced by Senator Ted Stevens on July 23, 1985. It would amend Section 901(b) of the Merchant Marine Act 1936, to provide that the term "privately owned U.S.-flag commercial vessel," shall not include any vessel built outside the U.S. that is U.S.-flag registered subsequent to the date of enactment of this Act. S.1482 is before the Senate Committee on Commerce, Science and Transportation. Please be assured I will keep your opposition to all this legislation in mind should it be considered by the full House.

Once again, thank you for writing and for advising me of the concerns of the Massachusetts/AFL-CIO.

With every good wish,

Sincerely,

*Thomas P. O'Neill, Jr.*

Thomas P. O'Neill, Jr.  
The Speaker





rec'd  
11/12/85

Congress of the United States  
House of Representatives  
Washington, D. C.

George  
O'Hane

November 5, 1985

Mr. Arthur R. Osborn  
Massachusetts AFL/CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn -

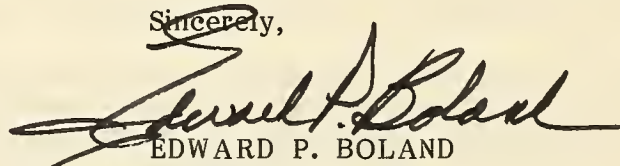
Thank you for your letter concerning movement in Congress to amend the Merchant Marine Act of 1936, as it pertains to shipbuilding and reconstruction.

As you may know, S. 1481, S. 1482, and HR 3141 are bills that would serve to authorize the foreign acquisition of subsidized United States-flag vessels. In addition, they would allow the Secretary of Transportation to authorize a vessel operator, receiving an operating-differential subsidy, to construct or reconstruct its vessel in a foreign shipyard. The Senate bills were introduced by Senator Ted Stevens of Alaska on July 23, 1985, and were referred to the Senate Commerce, Science, and Transportation Committee. No further action on the Senate versions has been taken. HR 3141 was introduced in the House of Representatives by Congressman Lent of New York. It was referred to the Subcommittee on Merchant Marine of the House Merchant Marine and Fisheries Committee, where it is presently awaiting consideration.

I can understand your concern over the possible ramifications these measures might have on the domestic ship building industry. I intend to follow the House version very closely as it proceeds through the committee process. As it is still very early in that process, it is not possible to predict the kinds of changes that may be made to the bill's provisions. I want to assure you, however, that I will not support any measure that I believe will further weaken the U.S. shipbuilding industry and lead to a further loss of employment opportunities in that industry.

With every good wish, I am

Sincerely,

  
EDWARD P. BOLAND  
Member of Congress

EPB/mcd

Regards!



George  
O'Hare

Congress  
of the  
United States  
House of Representatives

BRIAN DONNELLY  
MASSACHUSETTS  
ELEVENTH DISTRICT



Rec'd  
11/18/85

November 6, 1985

Arthur R. Osborn  
President,  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Arthur:

Thank you for contacting my office to register your opposition, and that of the Massachusetts AFL-CIO membership, with several bills introduced in Congress at the Administration's request which would allow for, and provide incentives for, the foreign construction of American flag ships.

I am unalterably opposed to these bills and to the callous attitude they demonstrate to the plight of American shipyard labor. As you know, the Reagan Administration has urged enactment of this legislation since its inauguration in 1980. I have been an outspoken opponent of these insidious proposals each and every year. The two bills you mention in your letter to me would make permanent authority of subsidized US flag ship operators to acquire foreign-built ships, and to enter them in the carriage of government-impelled cargoes immediately upon US-flag registry. The Administration succeeded in 1982 in gaining Congressional approval of a one-year provision for the foreign construction of American flag ships. In that one year, approvals were granted for the construction of 36 US-flag ships abroad, and the reconstruction of 16 other vessels. In 1983, I lead the fight in the House Merchant Marine Committee to defeat efforts to extend that foreign building authority. The Committee's majority agreed with my stance.

The American people want ships carrying American trade to be American-built and American-crewed. They want those ships to wave the American flag. Be assured of my untiring efforts to make that dream a reality. It is not an easy fight, but it must be fought, and it must be won. With warm regards,

Sincerely,

BRIAN DONNELLY  
Member of Congress

BD/g1





*Cheek @ Stone did we rep?*

# MassCOSH

*rec'd 9/26/85*

## Massachusetts Coalition for Occupational Safety & Health

718 Huntington Avenue  
Boston, MA 02115  
(617) 277-0097

458 Bridge Street  
Springfield, MA 01103  
(413) 732-2847

September 23, 1985

Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon St.  
Boston, MA 02108

Dear Arthur,

This year MassCOSH is proud to be celebrating our tenth year of commitment to the fight for safe and healthy working conditions in Massachusetts. It has been a decade of many struggles and achievements, and a decade of growth.

MassCOSH is celebrating our birthday with a TENTH ANNIVERSARY BANQUET AND PARTY on Saturday, December 14th, at the IBEW Hall in Dorchester. The theme of the banquet will be: "Labor and Safety & Health Professionals: A Decade of Solidarity". We would be honored if you could say a few words to our membership on this occasion. The keynote address will be given by Margaret Seminario, Associate Director, AFL-CIO Department of Occupational Safety, Health and Social Security, and a founding member of MassCOSH. So that our invitations can be printed soon, we would appreciate a reply by October 8th. If that presents a problem or you have any questions, please call the office.

We hope that as we celebrate this decade of commitment to health and safety issues, and as we prepare for the decade ahead, you will be able to share your thoughts with us. We look forward to hearing from you.

Faternally Yours,

*Richard Youngstrom*  
Richard Youngstrom  
Industrial Hygienist  
IUE 201  
MassCOSH Co-Chair

*Mike Connor*  
Mike Connor, B.A.  
IBEW 2222  
MassCOSH Executive Committee







## RHODE ISLAND AFL-CIO

15 JEFFERSON STREET • PROVIDENCE, RHODE ISLAND 02908 • (401) 751-7100

OFFICERS  
EDWARD J. McELROY, JR.  
*President*

JAMES F. KILEY  
*Secretary-Treasurer*

GEORGE H. NEE  
*Staff Representative*

VILMA G. MASCIARELLI  
*Office Manager*

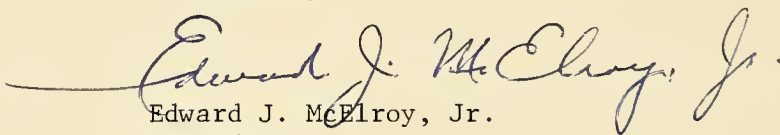
October 15, 1985

Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

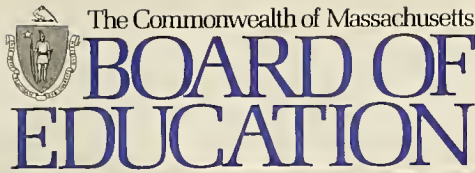
On behalf of the R.I. AFL-CIO, I would like to extend my sincere appreciation for your excellent presentation to the delegates at our recent Convention. As usual, you did a terrific job, and I received positive remarks from many delegates about your performance. It is important for the union members in Rhode Island to know that they have a friend like you in our sister state, and I know that message was delivered. I realize that our request put an additional burden on your schedule, but I am grateful that you were able to share some of your time with us. Thanks again.

Fraternally,

  
Edward J. McElroy, Jr.  
President

EJM/cs





1385 Hancock Street, Quincy, Mass. 02169

✓

October 1, 1985

Mr. Arthur R. Osborn  
Massachusetts Council AFL-CIO  
8 Beacon Street  
Boston, Massachusetts

Dear Mr. Osborn:

The Commonwealth of Massachusetts is now engaged in a comprehensive search to find a successor to Dr. John H. Lawson as Commissioner of Education. Dr. Lawson has resigned to become Professor of Education at his alma mater, the University of New Hampshire.

As Chairperson of the State Board of Education, I am enclosing a brochure of the Qualifications and Selection Criteria the Board has established in its recruitment of the new Commissioner. I also seek your assistance in the search by inviting you to suggest candidates for this important position of leadership.

Public education has moved to the forefront of the agenda in this nation, and this is particularly true in Massachusetts. With a recently enacted public school improvement law, whose implementation has just begun, and a Management Study of the Board and Department of Education nearing completion, the opportunity to participate in the shaping and directing of these new initiatives is very exciting.

The Board has established a deadline of November 22, 1985 for the receipt of applications. The members are hopeful of concluding the search early in 1986.

Thank you for your assistance to the Commonwealth. I look forward to hearing from you.

Sincerely,

Mary Ellen Smith  
Chairperson



# OFFICE OF THE COMMISSIONER OF EDUCATION



The Commonwealth of Massachusetts

BOARD OF EDUCATION



October 1, 1985

TO:           Candidates for Commissioner of Education

The Massachusetts State Board of Education, a lay board of twelve members, including a secondary school student with full voting authority, seeks a Commissioner of Education to serve as its Chief Executive Officer. The Commissioner, as Chief State School Officer for elementary, secondary, vocational and adult education has direct responsibility for the 755 member state Department of Education located in Quincy with six Regional Education Centers positioned to provide ease of access for all parts of Massachusetts. The Commissioner also carries responsibilities of a leadership, service and regulatory nature for the 437 public school districts in the Commonwealth.

The Board of Education has broad powers to "serve, support, and plan" public education in Massachusetts, and has encouraged an ambitious program through the establishment of "Educational Reform Priorities for Massachusetts." In addition, through the recent enactment of the public school improvement statute, the Legislature has given new and broad responsibilities to the Board to develop programs designed to assist parents and school personnel in the acquisition of the finest possible education for the youth of this Commonwealth.

For this important and challenging post, the Board has developed the attached qualifications and selection criteria covering commitment, experience, character, cooperation, leadership and management. A brief description of the Department of Education is also included.

Application procedures are outlined and qualified candidates are urged to apply. The deadline for the receipt of applications is November 22, 1985.

Massachusetts  
Board of Education





## **COMMISSIONER OF EDUCATION**

### **Qualifications and Selection Criteria**

#### **COMMITMENT**

Commitment to quality education and equal opportunity for the children of Massachusetts, particularly as they are embodied in the 1985 state public school improvement statute and to the general policies and priorities of the Board and the Department as summarized in the Board paper, "Education Reform Priorities". A copy is available on request.

#### **EXPERIENCE**

An earned doctor's degree from a college or university accredited by a regional or national accrediting association.

At least 12 years of experience as a regularly-appointed teacher and/or administrator in schools, colleges or universities; not less than five of which have been served in an administrative capacity (e.g., principalships of schools of sufficient size, superintendency or assistant superintendency in towns, cities, or regional school districts; college experience as head of a department, dean or president; state department of education service involving directorship of a division, or post of Deputy or Associate Commissioner).

Through this experience the candidate should have developed an extensive background in the field of educational administration, supervision, business management, personnel procedures, plant management, school law, curriculum development, effective schools' research and related special services.

NOTE: These academic and experience requirements may be waived for candidates who have acquired equivalent competencies by other routes.

#### **CHARACTER**

Sound moral character and unquestionable integrity; an established reputation for thorough analysis and fairness in decision making. Find satisfaction in team achievement.

#### **COOPERATION**

A record of success in working in cooperation with community groups, the business sector, legislative bodies, school committees, administrators, teachers, students and parents. The Commissioner should be committed to involvement of such groups in decision making, and should be able to build consensus from diverse segments of the community.



The Commissioner must develop a sound relationship with the Board of Education and establish full collaboration with the legislature, the executive branch, and other state agencies and organizations involved in education.

## **LEADERSHIP & MANAGEMENT**

Demonstrated high degree of executive and administrative leadership ability in a complex organization including the following skills:

- ability to recruit, inspire, lead and develop a staff, building on strength, creating teamwork and providing equal opportunity for job access and advancement.
- ability to organize and improve a complex department, utilizing program planning and organization development concepts.
- ability to define problems or situations clearly and frame alternative solutions to facilitate the Board's policy and priority setting role.
- ability to manage the budget process and to offer guidance in the broad area of school finances.
- ability to promote innovation including the growing role of new technologies in education.
- ability to communicate effectively in writing and orally with a variety of audiences.
- ability to use a leadership style suitable for the environment, with quiet dynamics and an even disposition.

## **GENERAL**

American citizen and good health. Ability to speak forcefully and effectively.

## **TERM OF OFFICE**

The Commissioner of Education serves at the discretion of the Board of Education.



## **SALARY**

The Commissioner's salary will be set by the Board of Education within the present legislative direction that the maximum shall not exceed \$69,015.44 annually. Proposed legislation is currently pending that would raise the Commissioner's salary level. The Board of Education unanimously supports this proposal.

## **APPLICATION PROCEDURE**

Applications are to be made on printed forms furnished by the Department, copies of which may be had on written request to:

Ms. Mary Ellen Smith, Chairperson  
Board of Education  
1385 Hancock Street  
Quincy, Massachusetts 02169





## ORGANIZATION OF THE DEPARTMENT OF EDUCATION

Chapter 15 of the General Laws, among other things, established the Department of Education and sets forth its basic functions. Section 1G of that statute defines the purposes of the Board of Education and sets forth many of its mandates.

A recently enacted statute, Chapter 188 of the Acts of 1985, has given broad new responsibilities to the Board and Department, including the development of a Management Plan that could call for changes in the Department's organization. The Plan will emanate from a study now underway. Recommendations from this study will be made available to qualified candidates who will be expected to react to them in the shaping of the final plan.

### BOARD OF EDUCATION

Eleven lay persons appointed by the Governor and one secondary student elected by peers.

### COMMISSIONER OF EDUCATION

The Commissioner of Education is appointed by and serves at the discretion of the Board of Education

Secretary and Chief Executive Officer, Board of Education

Chief State School Officer for Elementary, Secondary, Vocational and Adult Education

Reporting directly to the Commissioner:

- Executive Deputy Commissioner
- Deputy Commissioner for Program Operations
- Associate Commissioner, Administration and Personnel
- Associate Commissioner, Curriculum and Instruction
- Associate Commissioner, School Facilities and Related Services
- Associate Commissioner, Occupational Education
- Associate Commissioner, Special Education

The Department has 187 non-professional and 568 professional employees, making a total of 755 employees. The main office is at 1385 Hancock Street, Quincy, Massachusetts. Regional Education Centers are located in Wellesley, North Reading, Lakeville, West Boylston, West Springfield and North Adams.

The Budget of the Department for fiscal 1986 totals \$1,670,883,075 made up as follows:

For the Operation of the Department.....	\$ 22,942,206
For Direct Payments.....	17,634,398
For Local Aid.....	1,389,480,771
For Federally Aided Programs.....	238,555,700
Receipts - Expenditures Authorized.....	2,270,000
	<hr/>
	\$1,670,883,075







# Saunders Hotels

64 Arlington Street, Boston, Massachusetts 02117

Peter Van Kleeck  
President and  
Chief Operating Officer

617-426-2010  
Telex 940107

October 16, 1985

Mr. Arthur R. Osborn  
President  
MASSACHUSETTS /AFL-CIO  
Eight Beacon Street, 3rd Floor  
Boston, MA 02108

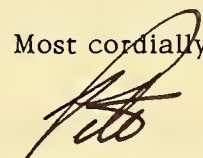
Dear Arthur:

As in years past, it was our very great pleasure to have the Massachusetts State Labor Council meetings at our Boston Park Plaza Hotel. Your members are among our favorite customers, and I know our Convention Services people appreciate dealing with the professionals who run your meetings.

As for me, I was able to go off on vacation satisfied that your conference was an all-around "job well done." I hope you felt the same.

With warmest personal regards,

Most cordially yours,



Peter Van Kleeck

PVK:mcl

cc: Mr. George E. Carpenter, Jr.  
Mr. William Hokkanen

Saunders Hotels Company, Inc.

The Boston Park Plaza Hotel • The Plaza Towers • The Lenox Hotel • The Plaza Castle • The Copley Square Hotel





# Coalition of Labor Union Women

15 Union Square • New York, N.Y. 10003 • (212) 242-0700

## Officers Council

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Joyce D. Miller  
ACTWU

Executive Vice President  
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Georgia McGhee  
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Gwen Newton  
OPEIU

Anna Padia  
TNG

Patricia Stryker  
AFT

President Emerita  
Olga Madar  
UAW

General Counsel  
Winn Newman

October 11, 1985

President Arthur R. Osborn  
Massachusetts AFL-CIO  
8 Beacon St.  
Boston, Mass. 02108

Dear *Arthur* President Osborn:

We are looking forward to an exciting and energizing AFL-CIO Convention in Anaheim, California. Guided by the recommendations of the Evolution of Work Committee Report, the Federation will look at long range solutions to the current difficulties confronting the labor movement. One of the key components of the report is the potential role women have to play in revitalizing the labor movement.

Therefore, the Coalition of Labor Union Women will sponsor a luncheon during the Convention on Tuesday, October 29th, at the Anaheim Hilton Hotel, Pacific Ballroom "C" at 12:30 PM. All Convention delegates, local CLUW members and elected union officials are invited to attend. We will use the luncheon as an opportunity to inaugurate our national membership drive. Our theme, CLUW: Forging Change for a New Generation of Families, Workers and Unions, captures the essence of the Work and Evolution Report and speaks to the issues that concern us most.

I take this opportunity to invite you to attend the luncheon on October 29th. Tickets are on sale for \$20.00, through the National CLUW Office, 15 Union Square, New York, NY 10003. Please call in your reservation to Lee Levin, Executive Director, at 212/242-0700. Tickets will be sold at the door.

Your support for CLUW's work is most gratifying and truly appreciated. I look forward to seeing you on October 29th.

Very sincerely,

*Joyce*  
Joyce D. Miller  
National President

JDM/dps

*Thanks again for coming  
to N.E.B.*







C

CARDINAL'S RESIDENCE

2101 COMMONWEALTH AVENUE  
BRIGHTON, MASSACHUSETTS 02135

October 11, 1985

Mr. Arthur R. Osborn  
Massachusetts AFL/CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

Thank you so much for the opportunity to address the delegates to the 28th Annual Convention at Boston Park Plaza on October 2, and for the Bible that was given to me on that day.

I am most grateful for your thoughtfulness.

With best wishes, and asking God to bless you, I am

Sincerely yours in Christ,

*Bernard Cardinal Law*

Archbishop of Boston

BCL/ac





State Student Association of Massachusetts

162 Boylston Street • 5th Floor  
P.O. Box 1258  
Boston, MA 02117  
Telephone (617) 357-1995

rec'd  
10/18/85

October 11, 1985

Arthur Osborn, President  
AFL-CIO  
8 Beacon Street  
3rd Floor  
Boston, MA 02108

Dear Arthur Osborn,

Thank you for getting us an appointment with Senator D'Amico on our Student bill, House 6507. Once again you have proven yourself a true friend of the students. We are, to say the least, most grateful. In view of the fact that both S.S.A.M. and the AFL-CIO are dedicated to working on behalf of the needs of both workers and students as well as all the people of the Commonwealth, we look forward to working with you in the future and any assistance that we can offer please feel free to contact us.

Sincerely,

*Michael Ferrigno*

Michael Ferrigno  
Director of S.S.A.M.

MF/fss

c.c.: James Shaw





UNITED SERVICE  
ORGANIZATIONS, INC.

World Headquarters  
601 Indiana Avenue, N.W.  
Washington, D.C. 20004  
(202) 783-8121

USO COUNCIL OF NEW ENGLAND, INC.  
46 Joy Street, Boston, Massachusetts 02114 (617) 720-4949

September 30, 1985

Honorary Chairman  
Ronald W. Reagan

Honorary Campaign Chairman  
Bob Hope

Chairman  
Dennis P. Long

President  
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Dear Friend of the USO,

Our Annual Sustaining Membership Campaign for 1986 begins this month and will run through December 31st.

The USO Council of New England (USO/NE) through its staff and volunteers provides the following services to our servicemen and women:

Information and referral services  
Shipyard Outreach program  
Educational programs  
Logan Airport Center and Lounge  
Emergency assistance  
Check cashing  
Employment assistance  
Housing assistance  
Leisure/Cultural services  
Ticket services  
Activity bulletins and flyers

In addition, USO/NE maintains close working relationships with other governmental and private agencies who provide assistance to service members in our area of operations.

Please help us in providing a "home away from home" for our servicemen and women by sending your check or pledge card to the USO/NE. Our service personnel will be grateful for your help.

Your contributions to the USO/NE are tax-deductible and are utilized locally.

Your past and present contributions are deeply appreciated.

Sincerely yours,

*James J. McAllister*

James J. McAllister  
Lieutenant, A&HACO  
President

ENCLOSURES







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Washington, D.C. 20004  
(202) 783-8121

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USO COUNCIL OF NEW ENGLAND, INC.  
46 Joy Street, Boston, Massachusetts 02114 (617) 720-4949

## SUPPORT OF THE USO IS CONTRIBUTING TO KEEPING OUR PEACE AND FREEDOM

Military service is too often associated with loss of life, injury, and separation from loved ones. Hardships not shared by most in our society are borne by those who have chosen a profession of military service to keep our peace and freedom.

\* \* \* \* \*

### Quotable Quotes of USO Support

"I was in Thailand, and Bob Hope and Joey Heatherton were there. A month or so later I got shot down and spent six years in Hanoi, and you can't imagine how many times we talked about the show. There were a few of us there who had seen it---and we didn't talk about Bob Hope maybe as much as we did Joey Heatherton."

Colonel Leo K. Thorsness  
Chairman, Southern California  
Chapter, Vietnam Veterans  
Leadership Program

"I think you can see I recognize---as all Americans do---that the men and women of the USO show the skills, the consideration, and the compassion that is both unexcelled and much needed. And because a strong, well equipped military and high morale and the best equipment and training a grateful nation can provide is one of the greatest factors for ensuring peace, you are contributing very greatly to keeping our peace and freedom."

Caspar W. Weinberger  
Secretary of Defense

"My wife, Gloria and I went on a USO tour to Vietnam. And it was you, of the USO, who arranged for us to visit a Marine Lieutenant up in the North section of South Vietnam where the heavy action was. And that wonderful visit with the lieutenant was just two months before he was killed in action. He was our son, Ron."

Actor Jimmy Stewart

For over four decades the USO has led every effort to help our servicemen and women. Your support of the USO will keep our country's peace and freedom!





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### BEQUESTS AND PLANNED GIFTS

Planned giving is an arrangement between a donor and the USO by which a gift of money or property is irrevocably identified for use by the USO. Though the right to use the gift may be deferred, there can be immediate and future tax benefits to the donor.

There are a variety of methods for planned gifts, including gifts of cash, appreciated property, such as securities or real estate, and of life insurance, outright or in trust. Your attorney can advise you how to bring your estate plans up-to-date, and can assist you to consider ways in which a planned gift to the USO Council of New England may not only support its work, but may also help to improve your income, lessen taxes, and reduce the costs of probate. Legacies and Bequests are among the most frequently used methods of supporting the work of charities, such as the USO. The following form can be used to name the USO as beneficiary in your will:

"I give to the United Service Organization of New England, Inc., a not-for-profit corporation chartered by the U.S. Congress and having its principal office in Boston, MA, the sum of \_\_\_\_\_ dollars, to be used for the general purpose of such corporation."

For information regarding gifts or bequests for specific program purposes, contact the USO Council of New England, a local affiliate of USO World Headquarters, located at 46 Joy Street, Boston, MA 02114, or phone 617-720-4949.

USO - 44 YEARS YOUNG  
AND STILL A  
HOME AWAY FROM HOME

USO IS AN AGENCY CHARTERED BY THE U.S. CONGRESS, SUPPORTED BY THE UNITED WAY AND VOLUNTARY CONTRIBUTIONS AND FOUNDED FEBRUARY 4, 1941

"A HOME AWAY FROM HOME"

A Bequest to the USO Council of New England will Perpetuate your Interest & Concern in the Well Being of our Armed Forces.





*A Home  
Away from Home*

SUSTAINING MEMBERSHIP  
APPLICATION

ANNUAL \$25 \_\_\_\_\_  
SPONSOR \$50 \_\_\_\_\_  
PATRON \$100 \_\_\_\_\_  
BENEFACTOR \$250 \_\_\_\_\_  
ORGANIZATIONAL \$500 \_\_\_\_\_

USO COUNCIL OF NEW ENGLAND, INC.

46 Joy Street, Boston, Massachusetts 02114

SERVING THE YOUNG MEN AND WOMEN OF THE ARMED FORCES

\_\_\_\_\_  
LAST NAME (Please print) FIRST MIDDLE INITIAL

\_\_\_\_\_  
STREET ADDRESS

\_\_\_\_\_  
CITY STATE ZIP CODE

PLEASE MAKE CHECK PAYABLE TO: USO/NE

Your membership card will be sent immediately. Thank you.

This is a tax deductible contribution in accordance with  
IRS rules and regulations.







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**CORRECTION**

TO: Union Research & Education Directors

FROM: Robert J. Pleasure, Executive Director

SUBJECT: In-house Opinion Polling & Membership  
Survey Techniques Institute  
November 24-27, 1985

Please be advised that the correct dates for the institute on In-house Opinion Polling and Membership Survey Techniques offered by the George Meany Center are November 24-27. Our letter of Oct. 1 carried an incorrect date. We are inviting you or a member of your staff to participate.

The AFL-CIO Committee on the Evolution of Work has encouraged the use of membership surveys as "yet another opportunity for the members to express their views."

Our material will focus on how to tabulate and interpret accurately the returns developed through surveys. The class will also discuss the use of computers to process data developed through surveys. Union representatives who have used membership surveys and opinion polls will report on their usefulness and their limitations.

Discussion leaders are union staff members who are professionals in the survey field.

If you have used surveys or polls, this institute is an opportunity to have your survey methods critiqued. If you are considering trying the survey method, this institute will introduce your union to this useful tool.

RJP:lr  
opeiu#2 afl-cio

10/11/85





## Application to Register for Labor Studies

Registrar  
George Meany Center for Labor Studies, Inc.  
10000 New Hampshire Avenue  
Silver Spring, Maryland 20903

\_\_\_\_\_ date

Please enroll me in the following course. Enclosed is a deposit of \$ \_\_\_\_\_

In-house Opinion Polling & Membership Survey Tech. Nov. 24-27, 1985

subject

dates

location

Name of applicant: Mr./Ms. \_\_\_\_\_  
please print

Address \_\_\_\_\_

city

state

zip

Sponsoring Union \_\_\_\_\_

- ☐ Check Box if fulltime officer or employee or rep.  
☐ Other

Applicant's Union Office or Position \_\_\_\_\_

Office Phone \_\_\_\_\_  
area code

Signature \_\_\_\_\_

Please enclose a check for \$70 as a deposit to be credited to room and board charges. \$21 is required of registrants living in the Washington, DC area who commute to class. This covers commuters' lunches for three days.

Deposits will be refunded if notice of cancellation is received by the Wednesday prior to the program. Please make all checks payable to the George Meany Center for Labor Studies. For more information call 301/431-6400.

## Application to Register for Labor Studies

Registrar  
George Meany Center for Labor Studies, Inc.  
10000 New Hampshire Avenue  
Silver Spring, Maryland 20903

\_\_\_\_\_ date

Please enroll me in the following course. Enclosed is a deposit of \$ \_\_\_\_\_

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- ☐ Check Box if fulltime officer or employee or rep.  
☐ Other

Applicant's Union Office or Position \_\_\_\_\_

Office Phone \_\_\_\_\_  
area code

Signature \_\_\_\_\_



*C*

# MHA MASSACHUSETTS HOSPITAL ASSOCIATION

5 New England Executive Park, Burlington, Mass. 01803 Tel. (617) 272-8000

October 9, 1985

Mr. Stephen Tringale  
Vice President, Health Policy  
Life Insurance Association of Massachusetts  
45 School Street  
Old City Hall Building - Third Floor  
Boston, MA 02108

Dear Steve:

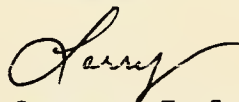
In reviewing the wrap around legislation as finally discharged from the House, I identified a number of inconsistencies with previous draft language. For the most part, I would characterize these as minor technical oversights or inaccuracies. However, before enactment, the bill should be corrected.

Attached are my suggested technical corrections which I believe would bring the bill into conformance with the coalition agreement and the subsequent House amendments which we have all accepted.

I suggest that you collect any additional comments which other parties might have so that we can offer a "Coalition" list of technical corrections, when appropriate.

If you have any questions, do not hesitate to call.

Sincerely,



Lawrence E. Seck  
Assistant Vice President  
Health Care Finance

LES:das  
Attachment

cc: John Chapman  
Paula Griswold  
Joseph Fermano  
Richard Kronick  
Arthur Osborne ✓  
George Roy  
Alan Raymond  
Dennis Smith

10/11/85



# MHAMASSACHUSETTS HOSPITAL ASSOCIATION

5 New England Executive Park, Burlington, Mass. 01803 Tel. (617) 272-8000

## MHA Suggested Corrections to H.6745

The following corrections should be made to the latest House version (H.6745) of the wrap-around legislation:

1. page 8: (top of page) "Section 3" numbering is incorrect since a previous Section 3 was used for change to c.6A s.51 which appears on page 5.
2. page 11: (second line of Section 8 heading) "after Section 57" is incorrect. Reference should be to Section 59.
3. page 24: (second line of Section 18) the fifth word, "any," is incorrect. The fifth word should read "the."
4. page 24: (second last line of page 24) the second through fourth words on this line, "of subsection C" should be deleted.
5. page 25: In the designation of the three cabinet secretaries (i.e., Human Services, Consumer Affairs, Elder Affairs) as members of the special commission, the words "or his designee" should be deleted where appearing.
6. page 25: (line 20 of text) the words "suggest how best" should not have been struck.
7. page 28: (line 1 of Section 23) the references to sections "12, 23, and 24" are incorrect. The references should be "2, 15, 16, 17, and 22."
8. page 29: (middle of page) second correction being made to c.347 (i.e., amendment to "Section 11 of c.347") is not numbered. This should not be excluded from the "blow up" provisions of Section 23. Therefore, this change needs a separate Section number from the preceding change (to "Section 8 of c.347") which is intended to be excluded from the blow up provisions of Section 23. I would suggest number "Section 16A" so that no additional re-reference is needed (e.g., if number "17" is assigned, the correction suggested in no. 7 would no longer be accurate).

## Additional minor corrections or misspellings

- page 2. "Case mix adjusted discharges" - in second line of this definition, "stipulated" is misspelled.

(over)

page 14 and 17 - lines at bottom of page are missing from my photocopy of bill. Check to make sure the official "cut and paste" draft contains these lines.

page 23, line 32 - "Agency" should read "Administration."

page 24, line 8 - second last word should read "approved."

page 25, lines 3 and 4 - misspellings of "consist" and "consumer."

10/9/85





# NEW ENGLAND *Israel Histadrut Committee*

An Affiliate of the National Committee for Labor Israel — Israel Histadrut Campaign, Inc.

185 DEVONSHIRE STREET

ROOM 508

BOSTON, MASS. 02110

542-1448

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**Director**  
LOUIS KANEGSON

**Founder**  
ALEXANDER SHAPIRO

*\*Deceased*

October 17, 1985

Dear Committee Member:

Please accept the sincere thanks of the New England Israel Histadrut Committee and my own appreciation for your important involvement and support of the dinner at which George E. Carpenter, Jr., Sec.-Treas. of the Massachusetts AFL-CIO Council, was honored by the Massachusetts Trade Union Council for Histadrut on September 19, 1985, at the Park Plaza Hotel.

I believe the evening will remain a highlight in the memories of those who attended the dinner.

All proceeds of this successful event will be used to establish a facility in the non-sectarian Geriatric Day Care Center in Tel Aviv, Israel, in George's name.

Thank you again for your participation.

Cordially,

*Louis Kanegson*

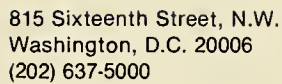
LOUIS KANEGSON

N.E. Executive Director

LK:sg



nspec'd  
10/22/85



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To: Principal Officers of State Central Bodies

Attached for your information are current figures dealing with the economic and union membership effects of so-called "right-to-work" laws.

These figures were gathered by Anne Draper of the AFL-CIO Economic Research Department.

*Ronald Slaiman*  
Donald Slaiman, Deputy Director  
Department of Organization and Field  
Services

opeiu-2, AFL-CIO  
attachment



\* \* \* \* \*

\* \* \* \* \*

\* ECONOMIC COMPARISONS \*

\* BETWEEN \*

\* OPEN SHOP STATES \*

\* AND \*

\* FREE COLLECTIVE BARGAINING STATES \*

\* \* \* \* \*

SEPTEMBER, 1985



**POPULATION AND PERSONAL INCOME, 1984**  
**(Final)**

	<u>Population</u>	<u>Total Personal Income (Millions of \$)</u>	<u>Per Capita Personal Income</u>
<b>UNITED STATES</b>	236,158,000	\$3,020,259	\$12,789
"Right-to-Work" States (20)	80,491,000	941,105	11,692
Non "Right-to-Work" States (31 including D.C.)	155,668,000	2,079,154	13,356

(See attached table for population and income in individual states.)

SOURCE: U.S. Department of Commerce Press Release (BEA 85-45), Sept. 10, 1985.

September 1985



**RANKING OF STATES BY PER CAPITA  
PERSONAL INCOME  
1984**

<u>Rank</u>	<u>State</u>	<u>Per Capita Personal Income</u>	<u>Rank</u>	<u>State</u>	<u>Per Capita Personal Income</u>
1	Alaska	\$ 17,487	31	*Arizona	\$ 11,841
2	Washington, D.C.	17,113	32	Indiana	11,717
3	Connecticut	16,556	33	Oklahoma	11,655
4	New Jersey	15,440	34	Oregon	11,611
5	Massachusetts	14,874	35	*Georgia	11,551
6	California	14,487	36	*South Dakota	11,069
7	Maryland	14,464	37	*North Carolina	10,850
8	New York	14,318	38	Maine	10,813
9	Colorado	13,847	39	*Louisiana	10,808
10	Illinois	13,802	40	Vermont	10,802
11	Delaware	13,685	41	Montana	10,546
12	*Nevada	13,320	42	*Tennessee	10,419
13	*Virginia	13,254	43	Kentucky	10,300
14	*Kansas	13,248	44	New Mexico	10,262
15	Minnesota	13,247	45	*South Carolina	10,116
16	New Hampshire	13,192	46	Idaho	10,092
17	Hawaii	13,042	47	*Alabama	9,992
18	Rhode Island	12,820	48	*Arkansas	9,805
19	Washington	12,792	49	*Utah	9,733
20	*Florida	12,763	50	West Virginia	9,728
21	Michigan	12,607	51	*Mississippi	8,777
22	*Texas	12,572			
23	Wisconsin	12,474			
24	*Nebraska	12,430			
25	Ohio	12,355			
26	*North Dakota	12,352			
27	Pennsylvania	12,314			
28	*Wyoming	12,224			
29	*Iowa	12,160			
30	Missouri	12,151			

\* Right-to-Work States, 1984

U.S. AVERAGE

\$ 12,789

SOURCE: U.S. Department of Commerce, Press Release (BEA 85-45), September 10, 1985

September, 1985

**POPULATION AND PERSONAL INCOME, 1984**

**(Final)**

	<u>Population</u>	<u>Total Personal Income (Millions of \$)</u>	<u>Per Capita Personal Income</u>
<b>UNITED STATES</b>	236,158,000	\$3,020,259	\$12,789
*Alabama	3,990,000	39,869	9,992
Alaska	500,000	8,739	17,487
*Arizona	3,053,000	36,151	11,841
*Arkansas	2,349,000	23,033	9,805
California	25,622,000	371,201	14,487
Colorado	3,178,000	44,004	13,847
Connecticut	3,154,000	52,221	16,556
Delaware	613,000	8,383	13,685
D.C.	623,000	10,658	17,113
*Florida	10,976,000	140,082	12,763
*Georgia	5,837,000	67,416	11,551
Hawaii	1,039,000	13,547	13,042
Idaho	1,001,000	10,099	10,092
Illinois	11,511,000	158,876	13,802
Indiana	5,498,000	64,418	11,717
*Iowa	2,910,000	35,382	12,160
*Kansas	2,438,000	32,300	13,248
Kentucky	3,723,000	38,347	10,300
*Louisiana	4,462,000	48,233	10,808
Maine	1,156,000	12,505	10,813
Maryland	4,349,000	62,906	14,464
Massachusetts	5,798,000	85,709	14,874
Michigan	9,075,000	114,408	12,607
Minnesota	4,162,000	55,129	13,247
*Mississippi	2,598,000	22,802	8,777
Missouri	5,008,000	60,847	12,151
Montana	824,000	8,690	10,546
*Nebraska	1,606,000	19,962	12,430
*Nevada	911,000	12,132	13,320
New Hampshire	977,000	12,885	13,192
New Jersey	7,515,000	116,029	15,440
New Mexico	1,424,000	14,610	10,262
New York	17,735,000	253,934	14,318
*North Carolina	6,165,000	66,891	10,850
*North Dakota	686,000	8,479	12,352

	<u>Population</u>	<u>Total Personal Income (Millions of \$)</u>	<u>Per Capita Personal Income</u>
Ohio	10,752,000	\$132,842	\$12,355
Oklahoma	3,298,000	38,438	11,655
Oregon	2,674,000	31,052	11,611
Pennsylvania	11,901,000	146,545	12,314
Rhode Island	962,000	12,331	12,820
*South Carolina	3,300,000	33,385	10,116
*South Dakota	706,000	7,813	11,069
*Tennessee	4,717,000	49,142	10,419
*Texas	15,989,000	201,013	12,572
*Utah	1,652,000	16,074	9,733
Vermont	530,000	5,723	10,802
*Virginia	5,636,000	74,694	13,254
Washington	4,349,000	55,633	12,792
West Virginia	1,952,000	18,991	9,728
Wisconsin	4,766,000	59,453	12,474
*Wyoming	511,000	6,252	12,224

\*Right-to-Work States, 1984

SOURCE: U.S. Department of Commerce, Press Release (BEA 85-45), Sept. 10, 1985.

September 1985

**A STATE BY STATE EXPLANATION OF PER CAPITA INCOME**  
**FOR SELECTED YEARS IN THE COMPULSORY OPEN-SHOP STATES**

**Alabama** -- When this state passed a "right-to-work" law in 1953, it was \$658 below the national average in per capita income. By 1984, it was \$2,797 below -- a loss of \$2,139.

**Arizona** -- Passed a "right-to-work" law in 1947. Its per capita income for that year was \$140 below the national average. By 1984 it was \$948 below -- a loss of \$808.

**Arkansas** -- In 1947 when Arkansas passed its "right-to-work" law, this state was \$547 below the national average. By 1984, Arkansas was \$2,984 below -- a loss of \$2,410.

**Florida** -- Enacted a "right-to-work" law in 1944. In 1984, its per capita income was \$26 below the national average. Florida has gained \$64 from its 1944 standing of \$90 below the national average.

**Georgia** -- In 1947 when Georgia's "right-to-work" law was passed, this state's per capita income was \$427 less than the national average. In 1984, its per capita income was \$1,238 below -- a loss of \$811.

**Iowa** -- In 1947 Iowa was \$102 below the national average and has been below in most years since. In 1984 it was \$629 below, a loss of \$527.

**\*Kansas** -- Passed its "right-to-work" law in 1958. At that time it was \$6 below the national average, and remained below until 1973. By 1984 this state increased its per capita to \$13,248 which is \$459 above the national average.

**Louisiana** -- This state was \$1,012 below the national average in 1976 when it passed its "right-to-work" law. In 1984 it was \$1,981 below -- a loss of \$969.

**Mississippi** -- Passed the law in 1954 and was \$866 below the national average at that time. In 1984, it was \$4,012 below -- a loss of \$3,146.

**Nebraska** -- In 1947 was \$61 below the national average. It has stayed below in all except a few years since. In 1984 it was \$359 below -- a loss of \$298.

**\*\*Nevada** -- Is the only "right-to-work" state that has consistently been above the national average. It passed the law in 1951 and was \$531 above at that time. In 1984 it was still \$531 above.

**North Carolina** -- Passed a "right-to-work" law in 1947 and was \$419 below the national average at that time. In 1984, it was \$1,939 below -- a loss of \$1,520.

**North Dakota** -- In 1947 was \$170 above the national average. In 1984 this state's per capita income increased to \$12,352, which is \$437 below the national average -- a loss of \$607.

**South Carolina** -- In 1954 when it passed a "right-to-work" law, was \$637 below the national average per capita income. In 1984, it was \$2,673 below, having lost \$2,036 in relation to the national average.



**South Dakota** -- Was \$48 below the national average in 1947 and in 1984 was \$1,720 below -- a loss of \$1,672.

**Tennessee** -- In 1947 was \$431 below the national average and in 1984 was \$2,370 below -- a loss of \$1,939.

**Texas** -- This state was \$181 below the national average in 1947 and was \$217 below in 1984. This is a loss of \$36 in relation to its 1947 position.

**Utah** -- Passed the "right-to-work" law in 1955 and at that time was \$245 below the national average per capita income. In 1984 it was \$3,056 below -- a loss of \$2,811.

**\*Virginia** -- In 1947 was \$312 below the national average and stayed below until 1981. In 1984 it was \$465 above and had gained \$777 in relation to its 1947 position.

**Wyoming** -- Passed a "right-to-work" law in 1963 and its per capita income for that year was \$9 above the national average. The next year it went below the national average and stayed below until 1973, when Wyoming again went above the national average. But by 1984 it was \$565 below -- a loss of \$574 in relation to its 1963 position.

\*States that exceeded the national average in 1984.

\*\*Nevada is the only "right-to-work" state that has consistently been above the national average since passing its "right-to-work" law.

**WAGES OF PRODUCTION WORKERS IN MANUFACTURING**

**1984**

	<b><u>Average Weekly Wages</u></b>	<b><u>Average Hourly Earnings</u></b>
<b>UNITED STATES</b>	\$373.22	\$9.17
"Right-to-Work" States (20)	337.79	8.32
Non "Right-to-Work" States (31 including D.C.)	386.88	9.58

(See attached table for wages in individual states.)

SOURCE: U.S. Department of Labor, Employment and Earnings, May 1985 and supplementary data from Bureau of Labor Statistics for New York. Figures for Washington are AFL-CIO estimates.

June 1985

**RANKING OF STATE BY AVERAGE WEEKLY WAGES  
OF PRODUCTION WORKERS IN MANUFACTURING  
1984**

<u>Rank</u>	<u>State</u>	<u>Average Weekly Wages</u>	<u>Rank</u>	<u>State</u>	<u>Average Weekly Wages</u>
1	Michigan	\$ 526.18	31	*Utah	\$ 358.90
2	Alaska	481.42	32	*Wyoming	352.92
3	Ohio	463.61	33	Idaho	351.18
4	Washington	451.69	34	Massachusetts	340.85
5	Indiana	435.76	35	*Virginia	327.24
6	Montana	419.93	36	*Alabama	326.77
7	*Louisiana	418.50	37	Vermont	326.01
8	Wisconsin	412.23	38	*Tennessee	324.34
9	*Iowa	412.05	39	New Hampshire	321.85
10	Illinois	409.35	40	Maine	321.20
11	Oregon	409.25	41	Hawaii	318.14
12	Oklahoma	401.02	42	New Mexico	318.00
13	West Virginia	400.18	43	*Florida	313.94
14	California	393.73	44	*Georgia	310.78
15	Minnesota	392.93	45	*South Dakota	303.16
16	Connecticut	391.85	46	*North Dakota	301.82
17	New Jersey	390.45	47	*South Carolina	297.07
18	Delaware	389.67	48	*Arkansas	296.06
19	Maryland	387.45	49	Rhode Island	295.71
20	Washington, D.C.	384.81	50	*Mississippi	282.17
21	Colorado	377.92	51	*North Carolina	279.78
22	*Kansas	377.88			
23	Missouri	377.14			
24	*Texas	376.97			
25	Pennsylvania	373.06			
26	*Arizona	370.87			
27	New York	366.96			
28	Kentucky	363.78			
29	*Nevada	362.98			
30	*Nebraska	361.67			
				U.S. AVERAGE	\$ 373.22

\*Right-to-Work States, 1984

SOURCE: U.S. Department of Labor, Employment and Earnings, May, 1985 and supplementary data from Bureau of Labor Statistics for New York. Figures for Washington are AFL-CIO estimates.

June 1985



**RANKING OF STATE BY AVERAGE HOURLY WAGES  
OF PRODUCTION WORKERS IN MANUFACTURING  
1984**

<u>Rank</u>	<u>State</u>	<u>Average Hourly Wages</u>	<u>Rank</u>	<u>State</u>	<u>Average Hourly Wages</u>
1	Alaksa	\$ 12.25	31	*Utah	\$ 8.95
2	Michigan	12.18	32	*Nebraska	8.93
3	Washington	11.58	33	*Wyoming	8.86
4	Ohio	10.96	34	Massachusetts	8.50
5	Montana	10.74	35	Hawaii	8.35
6	Indiana	10.45	36	*Virginia	8.12
7	Oregon	10.44	37	Maine	8.05
8	*Iowa	10.25	38	Vermont	8.03
9	Washington, D.C.	10.10	39	New Mexico	7.97
10	Illinois	10.08	39	*Alabama	7.97
11	*Louisiana	10.06	41	*Tennessee	7.93
12	Wisconsin	10.03	42	*North Dakota	7.86
13	West Virginia	9.93	43	New Hampshire	7.85
14	California	9.77	44	*Florida	7.62
15	Minnesota	9.75	45	*Georgia	7.58
16	Oklahoma	9.64	46	*Arkansas	7.31
17	New Jersey	9.50	47	*South Carolina	7.28
18	Maryland	9.45	48	Rhode Island	7.23
19	*Kansas	9.40	49	*South Dakota	7.15
20	Idaho	9.34	50	*North Carolina	7.01
21	Delaware	9.30	51	*Mississippi	6.95
22	Missouri	9.32			
23	Pennsylvania	9.28			
23	Kentucky	9.28			
25	Colorado	9.24			
26	New York	9.22			
26	Connecticut	9.22			
28	*Nevada	9.12			
29	*Arizona	9.09			
30	*Texas	9.04			
				U.S. AVERAGE	\$ 9.17

\*Right-to-Work States, 1984

SOURCE: U.S. Department of Labor, Employment and Earnings, May, 1985 and supplementary data from Bureau of Labor Statistics for New York. Figures for Washington are AFL-CIO estimates.

June 1985

# WAGES OF PRODUCTION WORKERS IN MANUFACTURING

1984

	<u>Average Weekly Wages</u>	<u>Average Hourly Earnings</u>
<b>UNITED STATES</b>	\$373.22	\$9.17
*Alabama	326.77	7.97
Alaska	481.42	12.25
*Arizona	370.87	9.09
*Arkansas	296.06	7.31
California	393.73	9.77
Colorado	377.92	9.24
Connecticut	391.85	9.22
Delaware	389.67	9.30
D.C.	384.81	10.10
*Florida	313.94	7.62
*Georgia	310.78	7.58
Hawaii	318.14	8.35
Idaho	351.18	9.34
Illinois	409.35	10.08
Indiana	435.76	10.45
*Iowa	412.05	10.25
*Kansas	377.88	9.40
Kentucky	363.78	9.28
*Louisiana	418.50	10.06
Maine	321.20	8.05
Maryland	387.45	9.45
Massachusetts	340.85	8.50
Michigan	526.18	12.18
Minnesota	392.93	9.75
*Mississippi	282.17	6.95
Missouri	377.14	9.32
Montana	419.93	10.74
*Nebraska	361.67	8.93
*Nevada	362.98	9.12
New Hampshire	321.85	7.85
New Jersey	390.45	9.50
New Mexico	318.00	7.97
New York	366.96	9.22
*North Carolina	279.70	7.01
*North Dakota	301.82	7.86

	<u>Average Weekly Wages</u>	<u>Average Hourly Earnings</u>
Ohio	\$463.61	\$10.96
Oklahoma	401.02	9.64
Oregon	409.25	10.44
Pennsylvania	373.06	9.28
Rhode Island	295.71	7.23
*South Carolina	297.07	7.28
*South Dakota	303.16	7.15
*Tennessee	324.34	7.93
*Texas	376.97	9.04
*Utah	358.90	8.95
Vermont	326.01	8.03
*Virginia	327.24	8.12
Washington	451.69	11.58
West Virginia	400.18	9.93
Wisconsin	412.23	10.03
*Wyoming	352.92	8.86

\*Right-to-Work States, 1984

SOURCE: U.S. Department of Labor, Employment and Earnings, May 1985 and supplementary data from Bureau of Labor Statistics for New York. Figures for Washington are AFL-CIO estimates.

June 1985



## UNION MEMBERSHIP

THESE FIGURES ARE NO LONGER MADE AVAILABLE BY THE  
BUREAU OF LABOR STATISTICS.



**EXPENDITURES PER PUPIL IN PUBLIC SCHOOLS <sup>1/</sup>**  
**(School Year Ended June 30, 1984)**

<b>UNITED STATES</b>	<b>\$3,173</b>
"Right-to-Work" States (20)	2,693
Non "Right-to-Work" States (31 including D.C.)	3,440

**EXPENDITURES AT OR ABOVE NATIONAL AVERAGE**

	<u><b>Number of States</b></u>	<u><b>Percent</b></u>
"Right-to-Work" States (20)	4	20%
Non "Right-to-Work" States (31 including D.C.)	21	68%

<sup>1/</sup> Estimated current expenditures per pupil in average daily attendance in public elementary and secondary schools.

(See attached table for expenditures in individual states.)

**SOURCE:** National Education Association, (as published in Statistical Abstract of the United States, 1985, p. 143).



# EXPENDITURES PER PUPIL IN PUBLIC SCHOOLS <sup>1/</sup>

(School Year Ended June 30, 1984)

<u>Rank</u>	<u>State</u>	<u>Expenditure</u>	<u>Rank</u>	<u>State</u>	<u>Expenditure</u>
1	Alaska	\$7,026	31	California	\$2,912
2	New Jersey	4,943	32	Oklahoma	2,891
3	New York	4,783	33	*Nevada	2,861
4	*Wyoming	4,488	34	Maine	2,813
5	Washington, D.C.	4,116	35	*Louisiana	2,802
6	Connecticut	4,036	36	New Hampshire	2,796
7	Hawaii	3,982	37	*Arizona	2,738
8	Oregon	3,771	38	Indiana	2,730
9	Massachusetts	3,739	39	*South Dakota	2,640
10	Delaware	3,735	40	Missouri	2,600
11	Pennsylvania	3,725	41	West Virginia	2,587
12	Maryland	3,720	42	Kentucky	2,550
13	Montana	3,631	43	*North Carolina	2,447
14	Rhode Island	3,720	44	*Georgia	2,322
15	Wisconsin	3,553	45	*South Carolina	2,255
16	Illinois	3,397	46	Idaho	2,198
17	Minnesota	3,378	46	*Arkansas	2,198
18	*Kansas	3,361	48	*Tennessee	2,173
18	Colorado	3,261	49	*Utah	2,119
20	*Iowa	3,212	50	*Alabama	2,102
21	Michigan	3,208	51	*Mississippi	1,962
22	*Florida	3,201			
23	Vermont	3,148			
24	Washington	3,106			
25	Ohio	3,042			
26	*North Dakota	2,969			
27	*Virginia	2,968			
28	*Nebraska	2,927			
29	New Mexico	2,921			
30	*Texas	2,913			
				U.S. AVERAGE	\$3,173

<sup>1/</sup> Estimated current expenditures per pupil in average daily attendance in public elementary and secondary schools.

\*"Right-to-Work" States, 1984

SOURCE: National Education Association, (as published in Statistical Abstract of the United States, 1985, p. 143).

**EXPENDITURES PER PUPIL IN PUBLIC SCHOOLS <sup>1/</sup>**  
**(School Year Ended June 30, 1984)**

<b>UNITED STATES</b>	<b>\$3,173</b>		
*Alabama	2,103	Missouri	\$2,600
Alaska	7,026	Montana	3,631
*Arizona	2,738	*Nebraska	2,927
*Arkansas	2,198	*Nevada	2,861
California	2,912	New Hampshire	2,796
Colorado	3,261	New Jersey	4,943
Connecticut	4,036	New Mexico	2,921
Delaware	3,735	New York	4,783
D.C.	4,116	*North Carolina	2,447
*Florida	3,201	*North Dakota	2,969
*Georgia	2,322	Ohio	3,042
Hawaii	3,982	Oklahoma	2,891
Idaho	2,198	Oregon	3,771
Illinois	3,397	Pennsylvania	3,725
Indiana	2,730	Rhode Island	3,720
*Iowa	3,212	*South Carolina	2,255
*Kansas	3,361	*South Dakota	2,640
Kentucky	2,550	*Tennessee	2,173
*Louisiana	2,802	*Texas	2,913
Maine	2,813	*Utah	2,119
Maryland	3,720	Vermont	3,148
Massachusetts	3,739	*Virginia	2,968
Michigan	3,208	Washington	3,106
Minnesota	3,378	West Virginia	2,587
*Mississippi	1,962	Wisconsin	3,553
		*Wyoming	4,488

<sup>1/</sup> Estimated current expenditures per pupil in average daily attendance in public elementary and secondary schools.

\*"Right-to-Work" States, 1984

SOURCE: National Education Association, (as published in Statistical Abstract of the United States, 1985, p. 143).



**AVERAGE ANNUAL PAY, 1984 <sup>1/</sup>**  
(Preliminary)

	<u>Annual Average Pay</u>
<b>UNITED STATES</b>	<b>\$ 18,350</b>

At or Above National Average:

	<u>Number of States</u>	<u>Percent</u>
"Right-to-Work" States (20)	1	5%
Non "Right-to-Work" States (31 including D.C.)	13	42%

(See attached table for average pay in individual states.)

<sup>1/</sup> Average annual pay of workers covered by State and Federal Unemployment Insurance programs. Computed by dividing total annual payrolls of covered employers by average monthly employment. Includes both supervisory and nonsupervisory workers.

SOURCE: U.S. Department of Labor, "Average Annual Pay by State and Industry 1984," News Release USDL 85-320, August 13, 1985.

**RANKING OF AVERAGE ANNUAL PAY, 1984 <sup>1/</sup>**  
(Preliminary)

<u>Rank</u>	<u>State</u>	<u>Average Annual Pay</u>	<u>Rank</u>	<u>State</u>	<u>Average Annual Pay</u>
1	Alaksa	\$28,806	31	Hawaii	\$16,671
2	Washington, D.C.	25,120	32	*Kansas	16,665
3	Michigan	20,940	33	Kentucky	16,627
4	New York	20,754	34	New Mexico	16,426
5	Connecticut	19,980	35	*Tennessee	16,216
6	New Jersey	19,889	36	*Alabama	16,203
7	California	19,873	37	*Florida	16,176
8	Illinois	19,733	38	New Hampshire	16,163
9	*Texas	18,864	39	Rhode Island	16,150
10	Ohio	18,783	40	Idaho	15,793
11	Colorado	18,774	41	*Iowa	15,668
12	Delaware	18,505	42	Montana	15,521
13	Massachusetts	18,428	43	*North Carolina	15,422
14	Washington	18,371	44	*South Carolina	15,305
15	*Wyoming	18,322	45	*North Dakota	15,289
16	Maryland	18,151	46	Vermont	15,263
17	Minnesota	18,038	47	*Nebraska	15,197
18	Pennsylvania	17,931	48	*Arkansas	14,973
19	Indiana	17,832	49	Maine	14,850
20	*Louisiana	17,769	50	*Mississippi	14,398
21	Oklahoma	17,625	51	*South Dakota	13,532
22	Missouri	17,599			
23	*Nevada	17,565			
24	West Virginia	17,482			
25	Oregon	17,474			
26	*Arizona	17,349			
27	*Virginia	17,271			
28	*Utah	17,201			
29	Wisconsin	17,021			
30	*Georgia	16,951			
				U.S. AVERAGE	\$18,350

\*"Right-to-Work" States, 1984

<sup>1/</sup> Average annual pay of workers covered by State and Federal Unemployment Insurance programs. Computed by dividing total annual payrolls of covered employers by average monthly employment. Includes both supervisory and nonsupervisory workers.

SOURCE: U.S. Department of Labor, "Average Annual Pay by State and Industry, 1984," News Release 85-320, August 13, 1985.



**AVERAGE ANNUAL PAY, 1984 <sup>1/</sup>**  
(Preliminary)

**U.S. AVERAGE**                      \$18,350

<u>State</u>	<u>Average Annual Pay</u>	<u>State</u>	<u>Average Annual Pay</u>
*Alabama	\$16,203	Missouri	\$17,599
Alaska	28,806	Montana	15,521
*Arizona	17,349	*Nebraska	15,197
*Arkansas	14,973	*Nevada	17,565
California	19,873	New Hampshire	16,163
Colorado	18,774	New Jersey	19,889
Connecticut	19,980	New Mexico	16,426
Delaware	18,505	New York	20,754
D.C.	25,120	*North Carolina	15,422
*Florida	16,176	*North Dakota	15,289
*Georgia	16,951	Ohio	18,783
Hawaii	16,671	Oklahoma	17,625
Idaho	15,973	Oregon	17,474
Illinois	19,733	Pennsylvania	17,931
Indiana	17,832	Rhode Island	16,150
*Iowa	15,668	*South Carolina	15,305
*Kansas	16,665	*South Dakota	13,532
Kentucky	16,627	*Tennessee	16,216
*Louisiana	17,769	*Texas	18,864
Maine	14,850	*Utah	17,201
Maryland	18,151	Vermont	15,263
Massachusetts	18,428	*Virginia	17,271
Michigan	20,940	Washington	18,371
Minnesota	18,038	West Virginia	17,482
*Mississippi	14,398	Wisconsin	17,021
		*Wyoming	18,322

\*"Right-to-Work" States, 1984

<sup>1/</sup> Average annual pay of workers covered by State and Federal Unemployment Insurance programs. Computed by dividing total annual payrolls of covered employers by average monthly employment. Includes both supervisory and nonsupervisory workers.

SOURCE: U.S. Department of Labor, "Average Annual Pay by State and Industry, 1984," News Release 85-320, August 13, 1985.





## FAIR EMPLOYMENT PRACTICE LAWS

January 1, 1985

	<u>States With FEP Laws</u>	
	<u>Number of States</u>	<u>Percent</u>
"Right-to-Work" States (20)	12	60%
Non "Right-to-Work" States (31 including D.C.)	31	100%

SOURCE: U.S. Department of Labor, Summary of State Labor Laws for Women, March 1969. Updated thereafter from annual state labor legislation article in Monthly Labor Review (December, January or February issues).

(See attached table for laws in individual states.)

## FAIR EMPLOYMENT PRACTICE LAWS

January 1985

### States With FEP Laws (43)

Alaska  
\*Arizona  
California  
Clorado  
Connecticut  
Delaware  
District of Columbia  
\*Florida  
Hawaii  
Idaho  
Illinois  
Indiana  
\*Iowa  
\*Kansas  
Kentucky  
Maine  
Maryland  
Massachusetts  
Michigan  
Minnesota  
Missouri  
Montana  
\*Nebraska  
Nevada  
New Hampshire  
New Jersey  
New Mexico  
New York  
\*North Dakota  
Ohio  
Oklahoma  
Oregon  
Pennsylvania  
Rhode Island  
\*South Carolina  
\*South Dakota  
\*Texas  
\*Utah  
Vermont  
Washington  
West Virginia  
Wisconsin  
\*Wyoming

### States Without FEP Laws (8)

\*Alabama  
\*Arkansas  
\*Georgia  
\*Louisiana  
\*Mississippi  
\*North Carolina  
\*Tennessee  
\*Virginia

\*"Right-to-Work" States, 1984

SOURCE: U.S. Department of Labor, Summary of State Labor Laws for Women, March 1969. Updated thereafter from annual state labor legislation article in Monthly Labor Review (December, January, or February issues).

## EQUAL PAY LAWS FOR WOMEN

January 1985

	<u>States With Equal Pay Laws for Women</u>	
	<u>Number of States</u>	<u>Percent</u>
"Right-to-Work" States (20)	12	60%
Non "Right-to-Work" States (31 including D.C.)	27	87%

SOURCE: U.S. Department of Labor, Summary of State Labor Laws for Women, March 1969. Updated thereafter from annual state labor legislation articles in Monthly Labor Review (December, January or February issues).

(See attached table for laws in individual states.)

# EQUAL PAY LAWS FOR WOMEN <sup>1/</sup>

January 1985

## States With Equal Pay Laws (39)

Alaska  
\* Arizona  
\* Arkansas  
California  
Colorado  
Connecticut  
Delaware  
\* Florida  
\* Georgia  
Hawaii  
Idaho  
Illinois  
Indiana  
\* Kansas  
Kentucky  
Maine  
Maryland  
Massachusetts  
Michigan  
Minnesota  
Missouri  
Montana  
\* Nebraska  
\* Nevada  
New Hampshire  
New Jersey  
New York  
\* North Dakota  
Ohio  
Oklahoma  
Oregon  
Pennsylvania  
Rhode Island  
\* South Dakota  
\* Tennessee  
\* Utah  
\* Virginia  
Washington  
West Virginia  
\* Wyoming

## States Without Equal Pay Laws (12)

\* Alabama  
District of Columbia  
\* Iowa  
\* Louisiana  
\* Mississippi  
New Mexico  
\* North Carolina  
\* South Carolina  
\* Texas  
\* Utah  
Vermont  
Wisconsin

\*"Right-to-Work" States, 1984

<sup>1/</sup> Excludes states requiring equal pay under FEP laws

SOURCE: U.S. Department of Labor, Summary of State Labor Laws for Women, March 1969. Updated thereafter from annual state labor legislation article in Monthly Labor Review (December, January, or February issues).

## MINIMUM WAGE LAWS

January 1985

	<u>States With Minimum Wage Laws</u>	
	<u>Number of States</u>	<u>Percent</u>
"Right-to-Work" States (20)	12	60%
Non "Right-to-Work" States (31 including D.C.)	30	97%

SOURCE: U.S. Department of Labor, "State Minimum Wage Laws: A Chartbook on Basic Provisions," ESA Publication 1424, January 1976. Updated thereafter from annual state labor legislation article in Monthly Labor Review (December, January or February issues).

# MINIMUM WAGE LAWS

January 1985

## States With Minimum Wage Laws (42)

Alaska  
\*Arkansas  
California  
Colorado  
Connecticut  
Delaware  
District of Columbia  
\*Georgia  
Hawaii  
Idaho  
Illinois  
Indiana  
\*Kansas  
Kentucky  
Maine  
Maryland  
Massachusetts  
Michigan  
Minnesota  
Montana  
\*Nebraska  
\*Nevada  
New Hampshire  
New Jersey  
New Mexico  
New York  
\*North Carolina  
\*North Dakota  
Ohio  
Oklahoma  
Oregon  
Pennsylvania  
Rhode Island  
\*South Dakota  
\*Texas  
\*Utah  
Vermont  
\*Virginia  
Washington  
West Virginia  
Wisconsin  
\*Wyoming

## States Without Minimum Wage Laws (9)

\*Alabama  
\*Arizona  
\*Florida  
\*Iowa  
\*Louisiana  
\*Mississippi  
Missouri  
\*South Carolina  
\*Tennessee

\*"Right-to-Work" States, 1984

SOURCE: U.S. Department of Labor, "State Minimum Wage Laws: A Chartbook on Basic Provisions," ESA Publication 1424, January 1976. Updated thereafter from annual state labor legislation article in Monthly Labor Review (December, January or February issues).

## STATES WITH LAWS AGAINST UNION SECURITY

<u>State</u>	<u>Date Adopted</u>
Alabama	August 1953
Arizona	March 1947 (made effective by referendum in 1948)
Arkansas	February 1947
Florida	November 1944 (constitutional amendment)
Georgia	March 1947
Iowa	April 1947
Kansas	November 1958
Louisiana	July 1976
Mississippi	February 1954
Nebraska	June 1947
Nevada	March 1951 (amendment to Act of 1907)
North Carolina	March 1947
North Dakota	March 1947 (adopted in primary election, June 1948)
South Carolina	March 1954
South Dakota	March 1947
Tennessee	February 1947
Texas	April 1947 (additional law regulating union security enacted September 1951)
Utah	May 10, 1955
Virginia	January 1947 (with amendments effective June 1954)
Wyoming	February 1963











Action for Boston  
Community Development

178 TREMONT STREET, BOSTON, MASSACHUSETTS 02111  
TELEPHONE: AREA CODE (617) 357 6000

rec'd  
9/25/85

Members of the MassHealth Action Alliance  
(state-wide mailing list)

September 21, 1985

Dear Alliance Members,

As you all know, the National Health Referendum Bill (S.1539) is on the Governor's desk awaiting his signature. Thank you for your past work on this important bill. Please call the Governor now and urge him to sign the bill. At this point, we feel that the statewide coalition which was organized in support of this bill has minimized the opposition which has existed in past years.

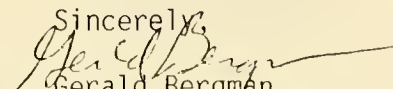
I have attached a copy of the skelton approximate proposal for funding of a National Health Program ballot campaign. This proposal came out of discussions at the Eastern MassHealth Action Alliance meeting on August 22nd. Estimates of funding needs ranged from \$35,000 to \$100,000, and campaign goals included passage of the ballot question, organizing the uninsured and the passage of legislation in regard to a Massachusetts Health Program. In addition, we certainly wanted to link Medicare DRG, Medicare Assignment, and Medicaid Participation to this statewide effort.

It was suggested that we apply to the National Villers Foundation for a "seed" grant because 1) the local Massachusetts Villers Foundation has already funded the MassHealth Action Alliance to the maximum degree possible (in fact, we must strive to raise "matching" funds to supplement the local grant); 2) the potential national impact of passage of a statewide ballot question/or defeat of that ballot question; 3) the ability of the National Villers Foundation to fund a substantial proposal out of their greater financial resources and because of their commitment to a National Health Care Campaign.

At the meeting on August 22nd in Boston, the question was raised as to why the Gray Panthers of Greater Boston do not apply to the National Villers Foundation. The Panthers indicated that the MassHealth Action Alliance had a state-wide organization, with a proven track record, and could more easily obtain funding from a national source. The Gray Panthers would, however, be ready to apply for a smaller grant from the local Villers Foundation in the event the national grant is not funded. The smaller local request (\$25,000) would be used as "seed" money to set up a state-wide coalition for passage of the National Health Program ballot question. This coalition would also attempt to link local and more immediate issues to the ballot question campaign.

We need a National Health Program!

Sincerely,

  
Gerald Bergman  
Elder Specialist

cc. Susan Sherry, MassHealth Action  
Alliance Coordinator

JEAN M. BABCOCK, *President*; EDRIK S. BAIN, *Vice President*; MARY ELLEN FLYNN, *Vice President*;  
CHARLES L. GREEN, *Vice President*; VIVIENNE S. THOMSON, *Vice President*; STANLEY N. WILLIAMS, *Vice President*;  
ROBERT H. GARDINER, *Treasurer*; F. DOUGLAS COCHRANE, *ESQ., Clerk*; ROBERT M. COARD, *Executive Director*





# Action for Boston Community Development

178 TREMONT STREET, BOSTON, MASSACHUSETTS 02111  
TELEPHONE: AREA CODE (617) 357 6000

Susan Sherry  
MassHealth Action Alliance  
25 West St.  
Boston, Ma.

9/6/85

Dear Susan,

As suggested at the last Eastern Meeting, when I proposed that the MassHealth Action Alliance send a proposal to the National Villers Foundation, I am sending you a very brief, approximate, skeleton outline of a \$50,000 proposal for work on the National Health Program Referendum and related issues.

Health Campaign Organizer (statewide) with emphasis on the East	37½ hrs. x \$10/hr. x 52wks.	\$19,500	
	Health benefit	2,000	\$22,900
	Social Security	1,400	
Assistant Campaign Organizer(part-time) working in the West	20hrs. x \$9/hr. x 39wks.	7,000	
	Health benefit	1,500	\$ 9,000
	Social Security	500	
Secretarial	20hrs. x \$7/hr. x 50wks.	7,000	
	Health benefit	1,500	\$ 9,000
	Social Security	500	

Estimated salary and fringe (total) \$40,900

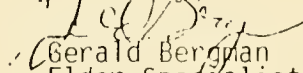
Project costs:	
transportation staff/org.	\$4,000
printing	2,500
postage	2,000
phone	2,000
rents	500
supplies	500
Estimated total	\$11,000

PROJECT TOTAL: \$51,900

Of course, costs can be met with fundraising, so the total grant amount could very well be reduced.

In addition, it is all contingent on a successful legislative effort over the next few days/weeks.

Sincerely,

  
Gerald Bergman  
Elder Specialist

✓ cc. MassHealth Action Alliance (mailing list)

JERAM M. BABCOCK, President; EDRICK S. BAIN, Vice President; MARY ELLEN FLYNN, Vice President;  
CHARLES L. GREEN, Vice President; VIVIENNE S. THOMSON, Vice President; STANLEY N. WILLIAMS, Vice President;  
ROBERT H. GARDINER, Treasurer; F. DOUGLAS COCHRANE, ESQ., Clerk; ROBERT M. COARD, Executive Director





Local 509  
Service Employees International Union  
AFL-CIO - A Member of the Alliance  
14 Beacon Street, Boston, Massachusetts 02108  
Telephone (617) 227-3350



Rec'd  
9/25/85

John Templeton  
President

Michael Grunko  
Treasurer

Jill Coleman  
Recording Secretary

September 23, 1985

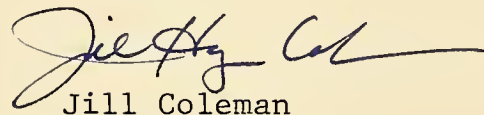
Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Brother Osborn:

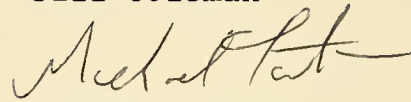
Enclosed please find a posting for an intern position with Local 509. Please direct interested applicants to call our office at 227-3350.

Thank you for your assistance.

In Unity,



Jill Coleman



Michael Tatham  
Organizing Department

JC/MT/emk

enclosure

cc: John Templeton



# INTERN FOR LABOR UNION

Local 509 of the Service Employees International Union needs an Intern for the Organizing Department. Work will be mainly out of the downtown Boston office, though a car is helpful but not necessary. Assisting in a statewide organizing campaign of social workers, the ability to work alone is required. Other helpful skills include researching and writing.

Work hours are flexible and range from 15-20 hours per week. The position should range from 20-25 weeks. The pay is \$5 per hour.

If interested contact either Jill Coleman or Mike Tatham at 227-3350 or at: Local 509/SEIU  
Room 406  
14 Beacon St.  
Boston, Ma. 02108



AFL-CIO

815 16TH ST NW RM 209

WASHINGTON DC 20006



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85266113558501 DDC7006744 993262

*Rec'd  
9/25/85*

ARTHUR OSBORN, PRES.  
MASSACHUSETTS AFL-CIO  
8 BEACON STREET  
BOSTON, MA 02108

THE U.S. HOUSE OF REPRESENTATIVES  
IS TO BEGIN FLOOR CONSIDERATION  
THIS WEEK OF H. R. 2100, THE 1985  
FARM BILL. AN AMENDMENT MAY BE  
OFFERED TO RESTRICT THE APPLICATION  
OF U.S. CARGO PREFERENCE LAWS TO  
GOVERNMENT-FINANCED COMMODITY EXPORTS.  
CARGO PREFERENCE REQUIRES THAT 50 PERCENT  
OF SUCH EXPORTS BE CARRIED ON AMERICAN  
VESSELS. ADOPTION OF AN ANTI-PREFERENCE  
AMENDMENT WOULD DIRECTLY THREATEN THE  
SURVIVAL OF A SIGNIFICANT NUMBER OF U.S.-FLAG  
OCEAN CARRIERS JEOPARDIZING THOUSANDS  
OF AMERICAN SHIPBOARD JOBS AS WELL AS  
ADDITIONAL THOUSANDS OF ALLIED INDUSTRIES.  
WE WOULD APPRECIATE YOUR ASSISTANCE IN  
CONTACTING YOUR HOUSE DELEGATION AND  
URGING THEM TO OPPOSE ANY ANTI-  
PREFERENCE AMENDMENT.

FRANK DROZAK, PRESIDENT  
MARITIME TRADES DEPARTMENT, AFL-CIO  
815 16TH ST., NW SUITE 510  
WASHINGTON DC 20006  
(202)628-6300

*Memo  
for file  
date*



**HEALTH**  
PLANNING  
COUNCIL  
**FOR GREATER BOSTON, INC.**

October 21, 1985

Mr. George Carpenter  
Secretary/Treasurer  
Massachusetts State Labor Council,  
AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Carpenter:

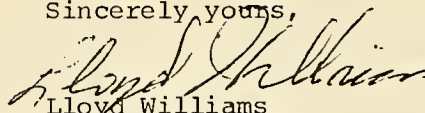
I am writing to thank you, on behalf of the Health Planning Council for Greater Boston, Inc. (HPCGB), for the use of a display booth at the Massachusetts State Labor Council Convention, AFL-CIO, held October 2-4, 1985. Ms. Anne Weatherhead from your office was particularly helpful in seeing that we had a suitable location and proper identification.

As you know, the HPCGB and the Labor Health Steering Committee have been actively working to involve management and labor in a cooperative effort to control health care costs. Being available to meet, talk to and offer pertinent material, gave Charles Donahue, Bob Murphy and myself the opportunity to inform many union leaders of the status of this program in an appropriate setting. We also received an insight regarding other health-related concerns of the labor community.

As your name is on the Labor Steering Committee's mailing list, I have not included any HPCGB material at this time. However, I will remind you that if your office has any questions on health care issues, do not hesitate to call us at: 426-2022.

Wishing you and President Arthur Osborn every continued success in your undertakings and again, thanking you, I remain

Sincerely yours,

  
Lloyd Williams  
Labor Consultant

LW/ph

cc: Arthur Osborn  
Charles L. Donahue, Jr.

Suite 635, 294 Washington Street, Boston, Massachusetts 02108 Telephone (617) 426-2022

Officers	President	Vice Presidents	Treasurer	Secretary	Executive Director
	Lewis W. Pollack	Phyllis J. Miller, R.N. Alan Sager	Gregory Bulger	Louis A. Elisa, II	Charles L. Donahue, Jr.





from the Gulf of Mexico, spokesman Peter Martinez said the agency was still trying to find the sailor wanted to do.

the vessel.

Thomas Richard, who works for Universal Shipping Agents, said he received a call from the Border Patrol on Thursday night saying a

Jesse Tabor, chief of the Border Patrol for the New Orleans area, said Saturday the force would have no comment.

# AFL-CIO may offer membership to workers not covered by union

By Lynda Gorov  
Globe Staff

ANAHEIM, Calif. - The AFL-CIO, trying to bolster its ranks, plans to create a new membership category for workers who are not covered by a formal union contract.

Associate members would, for a relatively low fee, be eligible for medical insurance and consumer discount programs that the AFL-CIO plans to market. Union leaders say they hope to use the program to recruit the millions of former trade unionists and potential members who are not otherwise aligned with a union.

The AFL-CIO Executive Council has endorsed the concept of associate memberships, and the nearly 1,000 delegates to the biennial federation convention here are expected to give it their overwhelming approval this week.

The proposal is an outgrowth of a special AFL-CIO report on the future of work issued last February. In the candid report, labor leaders for the first time accepted some blame for the difficulties facing them today. Union members

## Labor leaders say associate memberships are a way to sell workers on the advantages of unions.

now constitute less than 19 percent of the workforce, down from a high of 35 percent in 1955.

Each AFL-CIO affiliate will be free to decide whether to offer associate memberships and how to implement the program. Some unions, such as the American Federation of Teachers, are already offering them.

Labor leaders say associate memberships are a way to sell workers on the advantages of unions. The thinking is that once associate members experience the benefits of collective purchasing power, they will want full-fledged union representation.

"There's never any guarantee

in a new strategy, but this is certainly worth exploring," said Kim Fellner, the new executive director of the National Writers Union, which is not yet an AFL-CIO affiliate but plans to offer associate memberships. "Unions can't, however, just become insurance purveyors for people with no commitment."

In order to offer the best package, the AFL-CIO has been contacting insurance and consumer products companies about offering discounts to the federation. It also has been exploring the idea of offering a special Visa or MasterCard without an annual fee.

But some labor leaders doubt whether associate memberships are a sound way to attract new members. One critic, president William H. Wynn of the United Food & Commercial Workers, said the concept is overrated and that his union will continue to preach the benefits of a union contract.

"People can be organized in this country," he said. "I don't think [associate memberships] are going to accomplish what a lot of people think they will."

# Chrysler workers approve contract

Associated Press

DETROIT - Auto workers at Chrysler Corp. voted to approve a contract, ending a 12-day walkout by 70,000 union members that cost the company an estimated \$15 million a day, United Auto Workers officials said yesterday.

Before the vote was announced, local union leaders hailed the agreement as a personal victory for United Auto Workers president Owen Bieber.

"It's the best thing that's happened in many, many years. It's brought the union together," said John Coyne, president of Local 212, which represents 2,800 UAW members at a Chrysler trim plant in Detroit.

Union locals nationwide voted Saturday and early yesterday on the three-year pact, which gives Chrysler workers pay and benefits comparable to their counterparts

three voiced any kind of dissent," Coyne said yesterday.

Coyne said the contract, which gives Chrysler workers immediate cash bonuses of \$2,120 each for granting concessions when the automaker neared bankruptcy, is a victory for Bieber.

"No more will anyone say, 'Owen who?'," Coyne said. "He's a low-key guy, but he doesn't take a back seat to any of the union's past leaders."

Bieber, 55, became UAW president 2½ years ago, succeeding Douglas Fraser. He is up for reelection in June.

"There was a little doubt in '82 and '83 when (Bieber) first came in here," said Gene Phillips, a UAW committeeman at a Chrysler assembly plant at Newark, Del. "I think there's no doubt now that he's the man."

Bieber, who hammered out the agreement announced Wednesday after a 42-hour bargaining ses-

sion, said. Lump-sum payments and profit sharing will total about \$4,400 during the three years.

The company estimated the contract would cost the automaker more than \$1 billion in additional labor costs over the previous pact that expired Oct. 15.

Thousands of layoffs also were reported nationwide as the strike affected auto suppliers and freight companies.

Chrysler workers now make \$13.23 an hour. The contract proposal includes an average 2.25 percent increase in base wages the first year, a lump-sum payment of 2.25 percent in the second year and a 3-percent wage increase in the final year.

A contract covering 10,000 members of the separate Canadian UAW, who also struck Oct. 16, was ratified Monday and workers returned to their jobs. The continuing U.S. strike, however,

LIVING BY JUNE

Surv





# American Federation of Labor and Congress of Industrial Organizations

## EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

**LANE KIRKLAND** PRESIDENT **THOMAS R. DONAHUE** SECRETARY-TREASURER

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James E. Hatfield  
Vincent R. Sombrotto  
Marvin J. Boede  
Owen Bieber  
Morton Bahr

October 15, 1985

TO: Research and Education Directors of National and International Unions

Dear Trade Unionist:

Enclosed is a copy of a letter and brochure which were sent to the President of your union announcing a second session of the 1985 AFL-CIO Industrial Engineering Institute on Gainsharing and Profit Sharing Plans, co-sponsored with the University of Wisconsin at Madison, Wisconsin. The program begins December 1 and ends at noon on the 4th.

This Institute is a new concept in the on-going Industrial Engineering Institutes, in that it is a 3-day program and covers a new response to the needs of collective bargaining and wage incentive systems. Like its predecessors, this Institute is designed to deal with the concepts, practical effects and the union's support and advocacy role.

Additionally, the University's staff has been working on computer models of these plans. These models should be a useful tool in negotiations, and the administration of gainsharing and profit sharing plans. The models are based on the firm's past accounts and should be useful in deciding on a plan to fit an existing agreement or modifying a plan. The models have been worked out to fit readily available personal computer programs.

If you have any questions concerning the Institute or if you would like additional brochures, please contact John Zalusky, Department of Economic Research, AFL-CIO, 815-16th Street, N.W., Washington, D.C. 20006, (202) 637-5173.

Sincerely and fraternally,

Rudy Oswald, Director  
Department of Economic Research

Dorothy Shields, Director  
Department of Education

opeiu #2, afl-cio  
enclosures (2)



# American Federation of Labor and Congress of Industrial Organizations

## EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

**LANE KIRKLAND** PRESIDENT **THOMAS R. DONAHUE** SECRETARY-TREASURER

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Vincent R. Sombrotto  
Marvin J. Boede  
Owen Bieber

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William H. Wynn  
Robert F. Goss  
Frank Drozak  
Richard I. Kilroy  
William H. Bywater  
Kenneth J. Brown  
Lynn R. Williams

October 17, 1985

TO ALL PRESIDENTS OF NATIONAL AND INTERNATIONAL UNIONS

Dear Trade Unionist:

The AFL-CIO Economic Research Department is co-sponsoring with the University of Wisconsin a Gainsharing and Profit Sharing Institute from December 1-4, 1985 in Madison, Wisconsin. At the May session, we had to turn applicants down because of overcrowding and have thus scheduled this session.

The program is designed to train full-time union representatives in the skills and concepts associated with the negotiation and administration of profit sharing and gainsharing plans. Although these ideas have been part of the industrial relations scene for nearly a hundred years, there has been a new and stronger interest in the last few years. The result is that many of our agreements now contain Scanlon, Rucker Improshare or some other gainsharing plan. Many other agreements now contain profit sharing plans. We expect that these plans will continue to be the subject of negotiations for some time to come and will begin to be a more common subject for grievances and arbitration.

In addition to the basic course work, there will be experience with the economic modeling of these plans using a personal computer program. This model and skill can be extremely useful in negotiations on these plans.

Enclosed are applications for this Institute. If you have additional questions, please contact John Zalusky, Department of Economic Research, AFL-CIO, 815 - 16th Street, N.W., Washington, D.C. 20006 (202) 637-5173.

Sincerely and fraternally,

Secretary-Treasurer

enclosures





# NEGOTIATING PRODUCTIVITY GAINSHARING AGREEMENTS

AFL-CIO Department of  
Economic Research

Wisconsin AFL-CIO

School for Workers  
University of Wisconsin-Extension

December 1-4, 1985

- SCANLON
- RUCKER
- IMPROSHARE
- MULTIFACTOR PLANS
- PROFIT SHARING



School for Workers  
UNIVERSITY OF WISCONSIN-EXTENSION  
422 Lowell Hall  
610 Langdon Street  
Madison, Wisconsin 53703

## Registration Form

# NEGOTIATING PRODUCTIVITY GAINSHARING AGREEMENTS

For registration and final instructions fill out, clip and mail this form together with your check, payable to UW-Extension to:

Eleanor Nugent, Program Coordinator  
School for Workers  
University of Wisconsin-Extension  
422 Lowell Hall  
610 Langdon Street  
Madison, Wisconsin 53703

To insure space, send this form with your check as soon as possible. The deadline for receipt of registration is November 15, 1985.

Name: \_\_\_\_\_

Union and Local #: \_\_\_\_\_

Address: \_\_\_\_\_  
Street

City State Zip

Phone (Area Code) \_\_\_\_\_  
daytime number evening number

**FEES:** Check appropriate rate below for each participant. A room cannot be reserved unless you check the appropriate private rate.

### Sunday Evening—Wednesday Noon

- ☐ Single Occupancy .....\$251 per person  
☐ Double Occupancy .....\$216 per person

A check for \$\_\_\_\_\_ is enclosed. Make check payable to **UW-Extension** and mail with this form.

If you are handicapped and desire special accommodations, please notify us at the time of registration. Requests will be kept confidential.

*UW-Extension provides equal opportunities in employment and programming including Title IX requirements.*

## **PROGRAM OBJECTIVES**

The purposes of this workshop are (1) to explain how productivity gainsharing programs function; (2) to evaluate the differences between the various gainsharing schemes and help unions identify advantages and disadvantages of each; (3) to determine the skills necessary for effective union monitoring of the various plans; (4) to identify negotiating issues and evaluate contract language designed to protect members' interests. Many employers are proposing gainsharing plans as a means of increasing productivity. The plans are usually installed by outside consultants who often maintain an inflexible attitude about the details of how the plan will work. It is essential that union bargainers be aware of the key negotiating issues and understand enough about the plan to determine if it is suitable for the bargaining unit. Many union members are being asked to participate in quality circles or quality of worklife programs. Gainsharing represents a means by which the benefits of productivity increases generated by these participation programs can be shared directly by bargain unit employees.

Workshops are designed to give participants an opportunity to interact with instructors and each other in a problem-solving format. Basic information as well as actual experiences will be shared and discussed.

## **Institute Location**

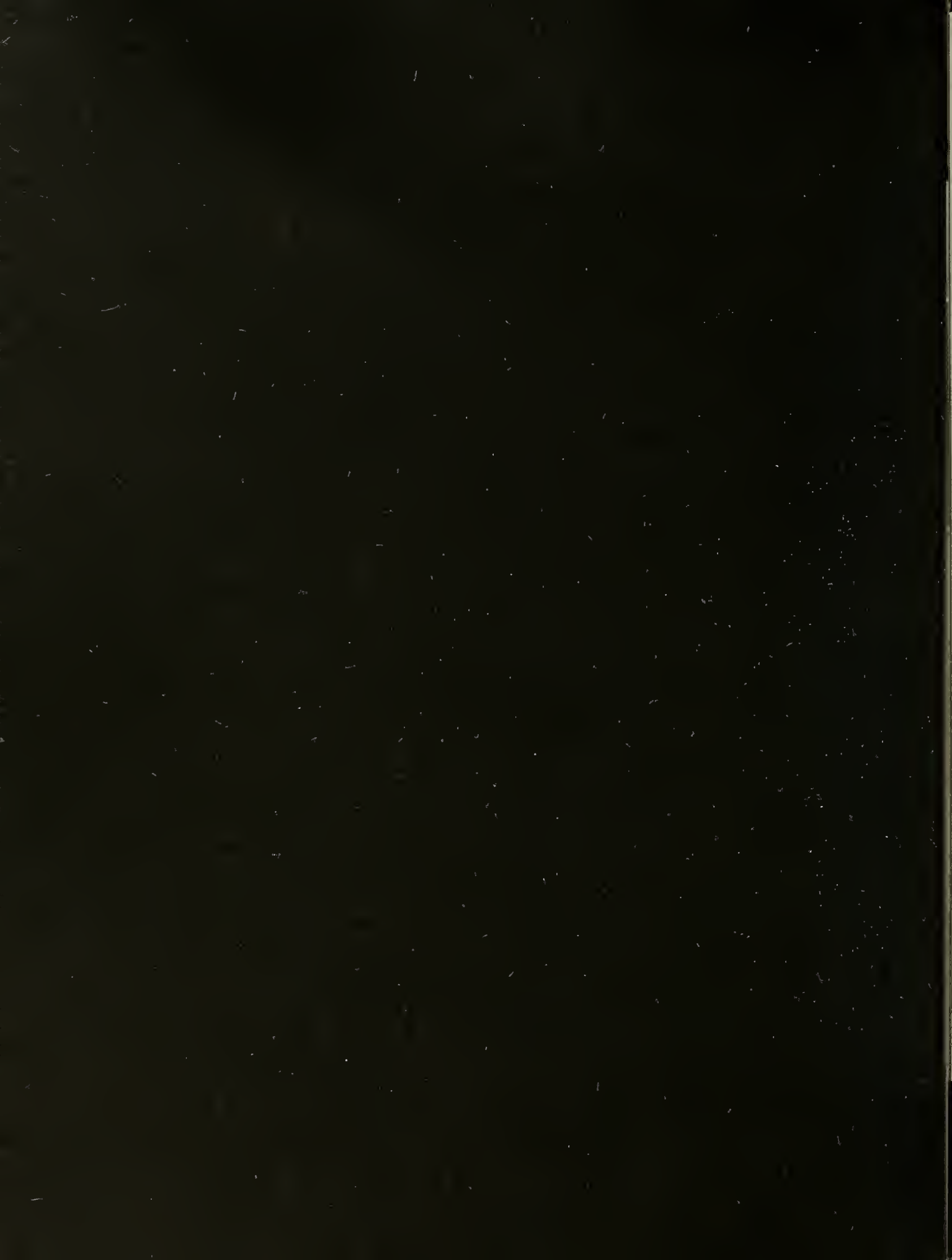
The Institute will be held at the J. F. Friedrich Center for Continuing Education, 1950 Willow Drive, on the west end of the UW-Madison Campus. Classrooms, living quarters and dining facilities are all in one building.

## **Schedule and Faculty**

The program begins with registration from 4:00-6:00 p.m. on Sunday afternoon, December 1 and concludes with a graduation lunch on Wednesday, December 4. Faculty for the program will come from the School for Workers Staff, and the AFL-CIO, Department of Economic Research.

## **Program Costs**

The program fee is \$216 on a double basis and \$251 for a single room. Parking is \$2/day, payable at registration.



# NEGOTIATING PRODUCTIVITY GAINSHARING AGREEMENTS

J. F. Friedrich Center  
U.W.-Madison Campus

December 1-4, 1985

## AGENDA

BREAKFAST: 7:00-8:15 a.m.

LUNCH: 12:00-NOON

DINNER: 6:00 p.m.

BREAKS: 10:00-10:20 a.m.

2:30-2:45 p.m.

### Sunday, December 1

4:00-6:00 p.m. Registration

7:00-8:30 p.m. Orientation

### Monday, December 2

8:30-10:00 a.m. What is Productivity Gainsharing and

How does it differ from:

- Individual incentives
- Conventional group incentives
- Profit sharing
- Quality of worklife and quality circle programs

10:20-noon Financial analysis for evaluating gainsharing and profit sharing plans

1:00-2:30 p.m. Measuring the base ratio and bonus calculations under IMPRO-SHARE

2:45-4:00 p.m. Bonus systems under MULTI-FACTOR and PROFIT SHARING plans

### Tuesday, December 3

8:30-10:00 a.m. Bonus systems under SCANLON and RUCKER plans

10:20-noon Union monitoring of productivity gainsharing and profit sharing plans

- Legal skills
- Engineering skills
- Contract enforcement skills

1:00-2:30 p.m. Worker participation under gain-sharing

- Idea plans and screening committees
- Problem solving concepts
- Self-managing work groups
- Training for successful participation

2:45-4:00 p.m. Bonus experience of different plans under changing conditions

- Computer simulation
- Criteria for evaluating and choosing plans

### Wednesday, December 4

8:30-11:40 a.m. Negotiating productivity gain-sharing agreements

- Picking the appropriate plan
- Negotiating details of bonus systems
- Negotiating participation provisions
- Protecting the union and workers contractual rights

11:40-noon Closing assembly and presentation of certificates





University of Wisconsin-Extension  
School for Workers  
422 Lowell Hall  
610 Langdon Street  
Madison, Wisconsin 53703

ADDRESS CORRECTION REQUESTED

NEGOTIATING PRODUCTIVITY GAINSHARING AGREEMENTS  
DECEMBER 1-4, 1985

Nonprofit Organization  
U.S. POSTAGE  
PAID  
Madison, Wisconsin  
Permit No. 1425



M E M O R A N D U M

TO: Members, Labor Health Steering Committee

FROM: Joseph W. Joyce, David R. McGinness, Co-Chairmen

DATE: September 17, 1985

RE: Membership Meeting and Events

The next Labor Health Steering Committee meeting will be held on Thursday, October 31, 1985, starting at 9:00 a.m. The meeting will take place at the Plumbers Local No. 12 Union Hall, 1240 Massachusetts Avenue, Boston.

The past summer season has been an exceptionally busy one with several health-related activities important to labor and to the community happening. Some items for discussion are: 1. the effects of the rapid rise in health care insurance costs on city and town budgets and employment; 2. the results of cost containment strategies on health care costs; 3. the effect of recent Federal agreements and regulations on health, research and elderly programs; 4. the medical implications of job loss caused by work closings such as General Dynamics Company in Quincy; 5. support for the union counselor program offered by the United Way; and also 6. a report on the fund administrators' Taft-Hartley Project.

There will be a special presentation on "hypertension screening and its treatment in the workplace." Please attend this meeting. These are serious times and these are serious issues that effect you and your fellow union members.

If you have any questions or wish a particular health concern brought for discussion, please call Lloyd Williams or Bob Murphy at the Health Planning Council offices at 426-2022.

Quick reminders on other important events.

On Tuesday night, October 1, the Health Planning Council will start its four-part evening series on union strategies for health care cost containment. This basic class is again being offered through the Labor Guild's School of Industrial Relations in Boston. Information: Labor Guild, 536-9440.

(Over-----)

Suite 635, 294 Washington Street, Boston, Massachusetts 02108 Telephone (617) 426-2022

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Officers	President	Vice Presidents	Treasurer	Secretary	Executive Director
	Lewis W. Pollack	Phyllis J. Miller, R.N. Alan Sager	Gregory Bulger	Louis A. Elisa, II	Charles L. Donahue, Jr.



On October 8 and, again, on October 29, there will be opportunities for funds administrators and trustees to meet with companies offering health care cost containment services. An announcement of this program is attached. Additional information is available from Bob Murphy at the Health Planning Council.

We look forward to seeing all of you in the near future.

/ph

**The Labor Health Advisory Committee  
of the  
Health Planning Council for Greater Boston  
Presents  
HEALTH COST CONTAINMENT  
EIGHT STRATEGIES  
FOR  
FUNDS ADMINISTRATION**

The Problem: Health care costs in Massachusetts are among the highest in the nation. Rising health care costs can cripple benefits plans, reduce take-home pay, and result in job loss.

The Response: Eight of the nation's top health care cost containment firms will present specific funds management plans designed to protect worker health care benefits through cost control. All of the plans presented have previously been reviewed by a committee of Boston area funds administrators.

OCTOBER 8, OCTOBER 29, 1985

9:00 a.m. TO 4:00 p.m.

PLUMBERS UNION HALL, LOCAL 12

1240 MASSACHUSETTS AVENUE

BOSTON, MA

Four companies will present their proposals at each of the meetings. Funds should plan on attending both meetings in order to review all proposals.

# How to Control Costs

In two all-day workshops, funds administrators and trustees will be introduced to strategies that protect worker health care benefits through health care cost containment. Eight of the nation's top firms in health care cost containment will explain the facts and figures behind their specific approaches to health cost management. There will be opportunities to ask questions, to evaluate plans, and to make comparisons. Savings of twenty to thirty percent on health care spending are possible using strategies that have already been adopted by labor and management in both large and small settings.

These concise programs will present basic information on:

- |   |                               |
|---|-------------------------------|
| ● Mandatory Second Surgical Opinions          | ● Ambulatory Surgery Services |
| ● Certification of Hospital Admissions        | ● Health Care Audits          |
| ● Concurrent Review of Hospitalizations       | ● Coordination of Benefits    |
| ● Retrospective Review and Discharge Planning | ● Data Management             |
| ● Educating Workers and Consumers             | ● Access to Services          |

## PRESENTORS

- |                                  |                               |
|----------------------------------|-------------------------------|
| ● John Hancock Insurance Company | ● Health Risk Management      |
| ● Martin E. Segal Company        | ● U.S. Corporate Health Mng.  |
| ● Peat, Marwick, Mitchell & Co.  | ● Health PRO, Inc.            |
| ● Physician Peer Review, Inc.    | ● Blue Cross of Massachusetts |

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## REGISTRATION FORM

TO: Robert Murphy, c/o: Health Planning Council for Greater Boston, Inc.  
294 Washington Street, Suite 630, Boston, MA 02108.

I wish to enroll in the Labor Health Advisory Committee's workshops on funds administration strategies for Health Care Cost Containment on Tuesday, October 8, and/or on Tuesday, October 29, 1985. (Circle Date(s).)

(Please type or print)

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Phone \_\_\_\_\_

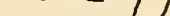
Fund \_\_\_\_\_

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Kenneth J. Brown  
Lynn R. Williams

Sincerely and fraternally,  
  
 President



# PRO- UNION FESSIONAL

Rec'd  
9/16/85

## Office & Professional Employees International Union / AFL-CIO

262 Boston Turnpike (Rte. 9)  
Shrewsbury, MA 01545  
(617) 757-3400

September 12, 1985

Arthur Osborne  
President  
Massachusetts AFL-CIO  
Boston, Massachusetts

Dear Arthur:


Thank you for taking time out in your busy schedule to meet with us.

I have already informed many in Amherst that you will be coming and they are excited about the prospects. We will do everything possible to publicize the event in order to shed the best possible light on our campaign and the MASS State AFL-CIO.

I will contact you soon about a date in October.

With best regards, I remain

Fraternally,

  
John B. Connolly  
Assistant Director of Organization

enclosure - 20 bumper stickers





C  
P.O. Box 38  
Newton Upper Falls, MA 02164  
617-653-1056

September 16, 1985

Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Ma. 02108

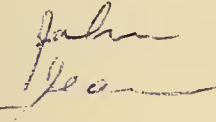
Dear Arthur,

Your acceptance of our proposal on documenting the History of The Massachusetts AFL-CIO is one of the most beneficial and educational projects your Council has ever approved.

We would like to take this opportunity to extend to you and your Executive Council our gratitude for allowing J.M. Stygles Associates to play a major part in this project.

We are anxious to get started and look forward to working with you.

Sincerely,



John M. Stygles  
Jean M. Taylor



C  
JOHN F. KERRY  
MASSACHUSETTS

rec'd  
9/11/85

## United States Senate

WASHINGTON, D.C. 20510

September 3, 1985

Mr. Arthur R. Osborn  
President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Mr. Osborn:

Thank you for contacting me concerning the proposal that would have changed the status of the Boston Office of the Department of Labor. I apologize for the lateness of this response. Two office moves have prevented me from answering all my mail in as timely a fashion as I would have liked.

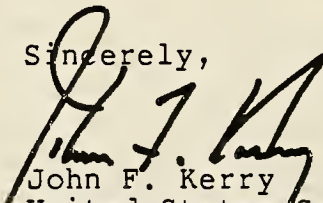
I am pleased to inform you that the new Secretary of Labor, William Brock, has announced that there will be no change in status for any of the Department's regional offices.

Shortly before this decision was announced, I testified before a House of Representatives hearing that specifically addressed the plan to move the Department's Boston office to New York. I have included a copy of my testimony at that hearing, which I submitted for inclusion in the Congressional Record.

You may also be interested to know that I have cosponsored legislation that would require the consent of Congress before an administration could unilaterally tamper with the federal regional office system.

Again, thank you for letting me know of your concern. Please do not hesitate to contact me in the future if I can be of some assistance.

Sincerely,

  
John F. Kerry  
United States Senator

Enclosure  
JFK/paka







United States  
of America

# Congressional Record

PROCEEDINGS AND DEBATES OF THE 99<sup>th</sup> CONGRESS, FIRST SESSION

Vol. 131

WASHINGTON, THURSDAY, FEBRUARY 21, 1985

No. 17

## Senate

THURSDAY, FEBRUARY 21, 1985

(Legislative day of Monday, February 18, 1985)

### PROPOSED CHANGE IN STATUS OF SEVERAL REGIONAL FED- ERAL OFFICES

● Mr. KERRY. Mr. President, this morning I testified before the Employment and Housing Subcommittee of the House Government Operations Committee, chaired by Mr. FRANK of Massachusetts.

The subject of the hearing was the proposed change in address of several regional offices of Federal agencies, with emphasis on the Department of Labor.

I ask that my statement be printed in the RECORD.

The statement follows:

#### TESTIMONY OF SENATOR JOHN KERRY OF MAS- SACHUSETTS BEFORE THE EMPLOYMENT AND HOUSING SUBCOMMITTEE OF THE HOUSE GOVERNMENT OPERATIONS COMMITTEE

Mr. Chairman and members of the subcommittee: I appreciate the opportunity to testify before your subcommittee today on the subject of the proposed change in status of several regional offices of the Federal Government.

I am a new member of the Congress. However, I most recently served as the Lieutenant Governor of Massachusetts. One of my major responsibilities in that office was to oversee the Office of Federal-State Relations, an office that has extensive interaction with many federal agencies. Through my work with those agencies and their regional offices in Boston, I have become familiar with their work throughout the New England area.

I believe the loss of that close link between the Federal Government and the local governments and citizens of New England would be very unfortunate. At this time when much of the responsibilities of the Federal Government are being shifted to the States, close cooperation is needed. Boston's location 3 to 4 hours drive from most New England state capitols has enhanced that important cooperation. Moving that level of administration to New York will discourage that link and will not only increase travel for state and federal administrators, but it will also undoubtedly slow administrative processes that have been functioning efficiently. The proposed 'demotion' of these offices from regional to area offices, and the transfer of their decision making authority to the New York office is, I believe, a bad idea.

Any such plan fails to recognize that New England is probably the most logical economic region in the country. It is a single region that despite a diversity of people and places, lends itself well to the federal government's regional program. It is a region that has a strong environmental, social, and economic identity. Putting it in the same region with a labor market as large and as different as New York and New Jersey is to ignore its unique place in America. In most every area of concern facing our federal agencies, the case for New England is very different from New York and New Jersey. We want and need the attention to our specific needs.

Changes that move the decision makers to New York will put workers out of touch with those who have been charged with protecting their rights. Travel to Boston is convenient for workers throughout New England. The trip from many parts of New England to New York would be prohibitively expensive and inconvenient for many members of our labor force. I believe we should encourage citizens to know and use their rights, and allow a government to discourage use by making programs inaccessible.

There are other important questions that have not been adequately asked or answered.

The first is, in our haste to cut corners are we implementing a plan that will in fact save us money? We already know that the short range costs will be considerable, but what assurance is there that the long range savings will make up the loss? There is no question that the Grace Commission does have some interesting ideas, but it is one thing to juggle numbers in the comfort of the boardroom, and quite another to deal with the realities of servicing citizens. I do not believe that an adequate study has been conducted on the overall cost effectiveness thus warranting this change. We're all committed to deficit reduction and fiscal restraint, but in this case, we must be confident that we understand the present and future consequences.





Another important question is the price we are willing to pay in the loss of services? The 5 and a half million people in the New England labor force are entitled to a speedy response to their inquiries and claims. What can we expect from an office that has moved its decision-making arm to a New York office that is already backlogged and will be receiving little increase in staff. Certainly those of us whose responsibility is to help constituents with their problems with federal agencies, should be concerned about the future quality of those services available.

And other questions have gone unanswered.

In Massachusetts, programs like JTPA and WIN are working, despite the efforts of this Administration to drastically cut their funding. Our ET Choices program has placed over 13,000 welfare recipients in paying jobs and the Commonwealth hopes to place another 50,000 people into jobs in the next five years. Will these programs and others like them be jeopardized by a change in cooperation and supervision in the new Boston office?

What will happen to the oversight responsibilities in areas covered by OSHA, the Wage and Hour Division, the Office of Federal Contract Compliance, and Office of Worker's Compensation Programs? In 1984, OSHA made 7,000 health and safety inspections in New England alone. Will that number shrink and will employers come to expect little of inspection? Will our workers be able to make claims and have them handled in a timely, responsive manner?

What level of supervision can be expected for the hundreds and millions of dollars of federal money that is spent by the Department of Labor in New England? Will that investment be sufficiently monitored?

This proposal reminds me of the words of former Attorney General John Mitchell, "Watch what we do, not what we say." This is the Administration that has argued for balanced budgets, while giving us the largest deficits in history. This is the Administration that talks about arms control, while it gives us the largest peace time defense build up in history. Well, this Administration has done it again: in the name of decentralization, they want to centralize control in a small group who can't possibly understand our regional concerns. It is a plan that is completely inconsistent with the promise to bring government to the people. The man who ran against Washington, now wants to centralize those controls right here.

But the real message is that the President no longer believes that he must go through the motions of serving the needs of our laborers, our consumers, our senior citizens, and our veterans. Instead, he is going to continue the slow job of ending programs that he never wanted in the first place. And his wishes will not be accomplished through program elimination, but by gutting the agencies that run them so that they will no longer serve their intended function.

In New England, like other regions around the country, we have a healthy skepticism of a government's ability to do all things for all people. But with time, we have learned what works and what does not work. In this case, the federal regional offices are working well, and I will oppose any effort on the part of the Administration to abdicate its responsibilities. ●



